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TA 5158

AGREEMENT

Between

THE SUPERINTENDENT OF SCHOOLS

of

GREENWICH CENTRAL SCHOOL

and

THE GREENWICH TEACHERS' ASSOCIATION

July 1, 2005 -- June 30, 2009

RECEIVED
NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

DEC 17 2009

ADMINISTRATION





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ARTICLE I - PREAMBLE

In order to effectuate the provisions of Chapter 392 of the Laws of 1967 (The Public Employees' Fair Employment Act), to encourage and increase effective and harmonious working relationships between the Chief School Officer of Greenwich Central School (hereinafter referred to as the "Superintendent of Schools") and its professional employees represented by the Greenwich Teachers' Association (hereinafter referred to as the Association), and to enable the professional employees more fully to participate in and contribute to the development of policies for the school district so that the cause of public education may best be served in the Greenwich Central School District this agreement is made and entered into.

ARTICLE 2 - RECOGNITION

The Board of Education of the Greenwich Central School District recognizes the Greenwich Teachers' Association as the exclusive negotiating unit for all regularly employed certified teaching personnel for the term of this agreement, except the Building Principals, and the Superintendent of Schools of the School District.

ARTICLE 3 – NEGOTIATION PROCEDURE

I. OPENING NEGOTIATIONS

Upon request of either party for a meeting to open negotiations, a mutually acceptable meeting date shall be set no more than 15 days following such request. In any given school year such request shall be made on or before February 1st. All issues proposed for discussion shall be submitted by both parties at the first meeting. All such issues will be in writing.

II. EXCHANGE OF INFORMATION

Both parties shall furnish each other, upon reasonable request, all available information pertinent to the issues under consideration, within limits of the freedom of information act.

III. CONSULTANTS

The parties may call upon consultants to assist in preparing negotiations and to advise them during negotiations. The expense of such consultants shall be borne by the requesting party.

IV. REACHING AGREEMENT

When consensus is reached covering the area under discussion, the proposed agreement shall be reduced to writing as a Memorandum of Understanding. Following approval by a majority of the Association membership and a majority of the Board, the Board will take such actions upon the recommendations submitted as are necessary to make them official.

ARTICLE 4 – GRIEVANCE PROCEDURE

I. PURPOSE

The purpose of this procedure is to secure the equitable resolution of grievances at the lowest administrative level, and as quickly and efficiently as possible.

II. DEFINITIONS

- A. Grievance shall mean a complaint by a member of the instructional negotiating unit or the G.T.A., that there has been a violation, misunderstanding or inequitable application of any provision of this agreement, or law.
- B. Aggrieved Party shall mean any teacher who has filed a timely grievance.
- C. Teacher shall mean any member of the unit represented by the Greenwich Teachers' Association.
- D. Party in Interest shall mean any party named in the grievance who is not the aggrieved party, including the G.T.A.
- E. Supervisor shall mean Elementary Principal, Secondary Principal, or Superintendent of Schools.
- F. General Terms - whenever used in this agreement, the words "shall" or "will" are mandatory, whereas the words or phrases "insofar as possible", "whenever possible", "should", and other like phrases indicate contingency situations. The word "may" indicates discretionary action and the exercise of such discretion is not subject to the grievance proceedings.
- G. Day, when used in the grievance procedure, shall mean business day, inclusive of Monday through Friday, but exclusive of Saturday, Sunday, or legal holidays.

III. TIME LIMITS

- A. Since it is important to good relationships that grievances be processed as rapidly as possible, every effort will be made by all parties to expedite the process. The time limits specified may be extended by mutual agreement.
- B. In the event a grievance is filed on or after June 1, the time limits set forth herein will be reduced pro rata, so that the grievance procedure will be exhausted prior to the end of the school year, or as soon thereafter as possible.

- C. An alleged grievance shall not be entertained and will be deemed waived unless presented at the first stage within thirty (30) calendar days after the aggrieved party knew or should have known of the act or conditions on which the grievance is based.

If an aggrieved party fails to appeal an unsatisfactory disposition of the alleged grievance to the next step of the procedure within the specified time limit, the grievance shall be deemed discontinued and further appeal shall be barred.

Failure at any step of the grievance procedure to communicate a decision to the aggrieved party within the time limit specified shall permit the lodging of an appeal by the aggrieved party to the next step of the procedure within the time which should have been allotted had the decision been communicated on the final day.

IV. PROCEDURES

- A. Written grievances shall include the name and position of the aggrieved party, the provisions of this agreement alleged to have violated the time when and the place where the alleged events or conditions occurred, the identity of the party responsible for causing said events or conditions, if known to the aggrieved party, and a general statement of the relief or redress sought.
- B. Written decisions shall set forth findings of fact, conclusions, and supporting reasons therefore. Copies of each decision shall be transmitted promptly to all parties in interest.
- C. Preparation of grievances may be conducted during the hours of employment, provided that classroom activity or assignment is not interrupted. Hearings may be held on regular school days, outside the regular hours of employment.
- D. No participant in a grievance procedure shall be penalized in any way or suffer any professional disadvantage by reason of his participation.
- E. Nothing contained herein will be construed as limiting the right of any teacher to discuss a grievance informally with any appropriate member of the Administration, and to have the grievance informally adjusted without intervention of the Association. When a teacher is not being represented by the Association, the Association shall have the right to be present and state its views at Levels 1 and 2 of the Grievance Procedure.
- F. In the event that any grievance is adjusted informally at Level 1, while such adjustment shall be binding upon the aggrieved party and shall, in all respects, be final, said adjustment shall not create a precedent or ruling binding upon either of the parties to this agreement in future proceedings.

V. LEVELS

LEVEL 1

(a) The aggrieved party shall first present the grievance to his Building Principal with the objective of resolving the alleged grievance informally within five (5) days after presentation.

(b) If the grievance is not resolved satisfactorily at Level 1 (a), the aggrieved party shall reduce the grievance to writing and submit it to the Building Principal at Level 1 (b) within five (5) days after the decision at Level 1 (a). Within five (5) days after receipt of the written grievance, the Building Principal will render a written decision.

LEVEL 2

If the grievance is not resolved satisfactorily at Level 1 (b), the aggrieved party shall submit the written grievance and the Building Principal's written decision to the Superintendent of Schools within five (5) days after the decision at Level 1 (b). Within five (5) days after the receipt of the written grievance and Building Principal's decision, the Superintendent of Schools shall convene an informal conference with the aggrieved party and all parties in interest. Within ten (10) days after the close of this informal conference, the Superintendent of Schools shall present his written decision to the aggrieved party.

LEVEL 3

If the grievance is not satisfactorily resolved at Level 2, the Association may file the grievance with the Board of Education within five (5) days after receipt of the decision at Level 2. Within thirty (30) days after the receipt of the grievance, the Board shall hold a formal hearing with the aggrieved party, the administrator, and the parties in interest. Within five (5) days after this formal hearing, the Board will render its written decision.

LEVEL 4

a. If the grievance is not satisfactorily resolved at Level 3, the Association may appeal to arbitration within twenty (20) school days of the receipt of the Level 3 decision. The rules and regulations of the American Arbitration Association shall govern the selection of the arbitrator and the conduct of the procedures and hearings.

b. The election to submit a grievance to arbitration shall automatically be a waiver of all other remedies, administrative agencies, judicial bodies or courts, which otherwise could be available. Similarly, submission of the subject matter of a grievance to any other forums, including Administrative agencies, judicial bodies or courts shall automatically be a waiver of the use of this arbitration provision.

c. The arbitrator so selected will hear the matter promptly and will issue his recommendations not later than thirty (30) calendar days from the date the final statements and proofs are submitted to him. The arbitrator's decision shall be in writing and will set forth his findings, reasonings and conclusions on the issues submitted. The arbitrator will be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of this agreement. The arbitrator shall have no power to alter, add to or detract from the provisions of this agreement.

d. Such decision shall be final and binding. The costs for the services of the arbitrator, including expenses, if any, will be borne equally by the Board and Association.

ARTICLE 5 – TEACHER EVALUATION

I. ANNUAL PROFESSIONAL PERFORMANCE REVIEW (APPR)

- a. All teachers and pupil personnel service providers, regardless of tenure, will be evaluated annually in accordance with the Annual Professional Performance Review Plan.
- b. An appropriate Professional Performance Review (PPR) or Professional Growth Plan (PGP) form will be completed, and a final copy will be provided to each teacher.
- c. Teachers and/or pupil personnel service providers whose annual performance is evaluated as unsatisfactory shall be required to develop in writing and satisfactorily complete a Professional Growth Plan.
- d. Upon reasonable request and notification to the Superintendent of Schools in writing, the District agrees to allow the teacher to review the contents of his/her file except confidential recommendations originating outside the district.

II. NON-TENURED TEACHERS

- a. It is the consensus of the District and the Association that decency and fairness require that a non-tenured teacher be made aware of the criteria that the District will use to judge his/her professional adequacy for continued employment and tenure, so that he/she may take such measures as necessary to meet the standards expected of him/her.
- b. The District will provide each non-tenured teacher, on or before the first day of employment, with a copy of criteria, rules and regulations which will be used to judge his/her professional adequacy for continued employment and tenure. This will appear in the Teacher Handbook (Secondary and Elementary).
- c. For probationary teachers providing instructional services, at least two formal classroom observations must be completed each year of the probationary period. During the first year of employment, the Superintendent or the Building Principal will make at least one informal observation by the end of the first marking period and one formal observation by December 1st.
- d. For probationary pupil personnel service providers, at least one formal observation must be completed each year of the probationary period. The second evaluation may be either another formal observation or an alternative assessment (representing the successful completion of a Professional Growth Plan). Thus, at least two assessments will be completed each year. During the first year of employment, the Superintendent or the Building Principal will make at least one informal observation by the end of the first marking period and one formal observation by December 1st.

- e. Prior to a teacher's tenure year, a written request may be filed by the teacher for one formal observation by the Superintendent of Schools.

III. TENURED TEACHERS

- a. For tenured teachers providing instructional services, at least one formal classroom observation or one alternative assessment (representing the successful completion of a Professional Growth Plan) must be completed each year.
- b. For tenured pupil personnel service providers, at least one formal observation or one alternative assessment (representing the successful completion of a Professional Growth Plan) must be completed each year.
- c. Formal observations or alternative assessments may be conducted by the Superintendent, Building Principal or Building Assistant Principal.

IV. CONFERENCES

a. Formal Observations

- 1. A conference will be held between the administrator and the teacher no later than two (2) weeks after a formal observation. A copy of the PPR form will be given to the teacher to prepare for the conference at least two (2) days prior to such discussion.
- 2. No report shall be placed in a teacher's file or otherwise acted upon without a prior conference.

b. Professional Growth Plans (PGP's)

- 1. Elective Professional Growth Plans: The PPR form is optional for an elective PGP Plan. If a PPR form is completed for an elective PGP Plan, an opportunity for a conference to discuss the form will be provided upon request. Such request should be made within ten (10) school days of receipt of the PPR form. Such conference will be held between the administrator and the teacher no later than two (2) weeks after the request.
- 2. Required Professional Growth Plans: The PPR form is not optional for a required PGP Plan. A conference will be held between the administrator and the teacher no later than two (2) weeks after a copy of the PPR form has been received by the teacher.
- 3. No report shall be placed in a teacher's file or otherwise acted upon without a prior conference if requested as in #1 and if required as in #2.

V. NOTIFICATION OF TENURE

- a. Each teacher will be notified of the decision regarding his/her tenure no later than March 31 of the tenure year, or three (3) months before the end of the probationary period.
- b. A waiver may be sought from the Greenwich Teacher's Association to modify notification of tenure.

VI. PEER REVIEW

- a. Peer review is to be conducted on a voluntary basis.
- b. Peer review may not be included as a part of the APPR process unless a waiver is sought from the Greenwich Teachers' Association.

VII. FILMING AND/OR TAPING

- a. Filming and/or taping of lessons and/or classroom activities shall be done on a voluntary basis and the film or tape will become the immediate property of the teacher.
- b. Filming and/or taping of classroom activities may not be used as a part of the APPR process unless a waiver is sought from the Greenwich Teachers' Association.

ARTICLE 6 – STUDENT-TEACHER – ADMINISTRATIVE RELATIONSHIPS

- I. It is the duty and responsibility of the District and all Administrative personnel to support teachers in a discipline dispute before the individual student(s) involved, the student body, and the parents and public after investigation has proved the teacher correct.
- II. A teacher shall have advance notice prior to a teacher-student-parent-administrative conference about student discipline. The teacher may have a teacher and/or administrator present if he/she wishes.
- III. Should an Administrator feel that a teacher needs guidance in dealing with a student discipline issue, he/she may make his/her instructions known in private. Under no circumstances shall an Administrator reprimand a teacher before a group or an individual student unless there is danger to the student or group. The teacher may have a faculty member present if he/she wishes.
- IV. The faculties of each of the Elementary and Secondary Schools will each elect their own committee in each school to meet with the Administration to develop more effective procedures for maintaining good school discipline.

ARTICLE 7 – STUDENT PROMOTION

The Teachers' Association will form an advisory committee to review student promotional policies and offer recommendations on the same.

ARTICLE 8 – LEAVE POLICIES

I. SICK LEAVE

Each teacher will be credited with fifteen (15) days of paid sick leave on September 1 of each school year. Regular part-time teachers shall receive proportional benefits (ex: 1/2 time shall receive 7.5 days). Annual sick leave will accumulate to a maximum of 195 days. Teachers who have accumulated the maximum days (195) shall not be eligible for any additional annual accrual of sick days unless their total accumulation drops below 195 sick days and not until September 1 of the following year. New teachers who start other than September 1 will be pro-rated on the basis of percent of year served. Sick Leave pursuant to this program may only be taken during the school year. Charges against accumulated sick leave shall be made starting the first day of illness or disability.

A. Family Illness

1. A maximum of up to three (3) days of sick leave, per year, with full pay shall be available to each teacher for family illness in the immediate family which is sufficiently serious to require the employee's presence.
2. Family illness leave days utilized shall be deducted from the teacher's sick leave total.

B. Sick Leave Bank

1. The purpose of the sick leave bank is to provide sick leave for those participating members who have a prolonged, catastrophic or long term illness and/or injury and who have exhausted all of their available personal sick leave. This benefit would not be available in a worker's compensation injury matter.
2. Each professional covered by this agreement who chooses to participate in the sick leave bank, shall contribute two (2) sick days at the time of establishment of the sick leave bank and one day will be deposited from the teacher's sick leave for each of the next three consecutive years. Such days become permanently part of the sick leave bank and cannot be withdrawn.
3. New employees choosing to participate shall contribute two (2) days within fifteen (15) days of effective date of employment.
4. Professionals who have not participated in the sick leave bank and subsequently choose to participate may join within the first 15 days of any school year. However, such professionals must match the number of days they would have already contributed to the sick leave bank during the time of their employment in the district since the establishment of the Sick Leave Bank.

5. Any unit member who is eligible may apply to the Sick Leave Bank for additional sick days. Such application will be accompanied by a physician's report certifying the illness or injury. Up to 30 sick leave days may be granted per application.
6. No request meeting the criteria of items B1 through B5 of this article will be denied.
7. Members borrowing days will be required to repay the Bank at a rate of three days per year.
8. Forms to be used for the implementation of the Bank will be developed by the Association and the District and supplied by the District.

II. PERSONAL LEAVE

Each teacher shall be eligible for two (2) of their employment days for personal leave per year with full pay. One-half (1/2) days may be used for the purpose of accumulating the two days. These two days shall be granted without reason if the teacher makes application to the Building Principal in a reasonable length of time. Personal leave requested upon less than reasonable time must be supported by a written statement of reasons. Reasonable notice shall be three (3) days prior notification to the Building Principal. One-half (1/2) of the unused personal leave may be accumulated to a total of three (3) days. Two days of the personal leave shall be granted without reason, if the teacher makes application to the Building Principal in a reasonable length of time before the date of the requested leave. The remaining day shall be taken only for personal business which cannot be taken care of after the employment day or year and must have prior approval of the building administrator. Personal leave may be denied by the Building Principal only if ten percent (10%) of the staff has already been granted personal leave. Upon approval of the Superintendent of Schools, additional personal illness days may be converted to personal leave for unique, generally one time, life occurrences, if the teacher makes application to the Superintendent of Schools in a reasonable length of time. These days must be supported by a written statement of reasons. Reasonable notice shall be thirty (30) days prior notification to the Superintendent of Schools. The Superintendent, or his/her designee, may grant personal leave in case of emergency or other extenuating circumstances, which prevent reasonable notice of written statements of reasons.

III JURY DUTY

Teachers required to serve on a jury or required to report for jury examination shall be provided leave with pay equal to the difference between regular salary and daily jury stipend. This leave shall not be accumulative or deducted from any other leaves set forth in this agreement. Notification of the amount of daily pay stipend shall be submitted to the Superintendent of Schools as soon as practicable. A teacher requiring jury leave shall notify his/her Building Principal in writing of that fact.

IV. BEREAVEMENT LEAVE

Up to five (5) days absence from work with pay shall be available for each occurrence of death in the immediate family.

Such leave may be taken after notification to the teacher's Building Principal. This leave is not accumulative and is not deducted from any other leave in this agreement.

V. CHILD REARING LEAVE

Teachers may be granted unpaid Child Rearing Leave upon written request, for a period not to exceed two (2) years. The commencement date will be the birth of the child or the effective date of the adoption, or in the case of disability extending beyond the date of birth of the child, said leave will commence at the end of said disability. Accrued sick leave credit may replace unpaid child rearing leave days for the period of pregnancy related disability. At the time of the written request, the teacher will stipulate the return date. The effective date of return must be at a natural break in the instructional calendar, such as the beginning of a semester or marking period. A return date, other than the beginning of a semester or marking period, must be determined jointly by the teacher and the building principal. The teacher may apply to modify the return date if such application is made thirty (30) days before the stipulated return date. If a mutually agreeable date can not be determined, the effective date of return will be at the beginning of a semester or marking period and modifiable through application made thirty (30) days before the return date.

VI. SABBATICAL LEAVE

Upon recommendation of the Superintendent of Schools, the Board of Education may grant sabbatical leave for graduate work, study, research, travel, or any other activity intended to improve professional competence and benefit the School District. All teachers with more than five (5) years of experience at Greenwich Central School will be eligible. Applications will be filed with the Superintendent of Schools before April 15 of the school year immediately preceding the fiscal year for which the sabbatical is requested. The pay during such leave shall be: 1/2 pay for a full year sabbatical and full pay for one-half year sabbatical leave. A teacher must have been employed for five (5) consecutive years in the District prior to the year requested for leave and must have permanent certification in his/her teaching field. It is expected that sabbatical recipients shall return to their regular teaching duties in the school district upon expiration of their leave and shall remain in service to the District for a period of at least two (2) years.

VII. RELIGIOUS LEAVE

A teacher whose faith requires full-day observance of religious services may use their two (2) days of personal leave for this purpose. If these days are so used, in addition, they may use one additional day for religious observance, if needed, without loss of pay.

VIII. LEAVES OF ABSENCE

Leaves of absence may be granted by the District for absence due to personal illness or injury after the expiration of payment, provided in Paragraph I., for the remainder of the school year.

IX. WORKSHOPS, CONFERENCES, VISITATIONS

A teacher may request permission to attend conferences, workshops, visitations, in-service programs. Such requests require prior approval of his/her Building Principal and the Superintendent of Schools, who shall base their decision on what they think to be the best interest of the school district. Any approved request shall be at full pay and shall not be deducted from any other leaves described in this agreement.

X. SHORT AND LONG TERM LEAVE

- a. Leaves with or without pay for short duration (one to ten days) may be granted upon prior written request and approval by the Superintendent.
- b. Leaves with or without pay of long duration (eleven days to one year) may be granted upon prior written request and upon recommendation by the Superintendent by the Board of Education.
- c. Written request shall mean that reasons for the requested leave shall be given and shall be received by the Superintendent thirty (30) days before the commencement of such leave.

XI. ASSOCIATION DAYS

Association officials, the grievance chairperson, designated members, delegates and alternate delegates or their designated representative may be absent without deduction of pay or any other leave for attending professional workshops, seminars, conferences or conventions for NYSUT or AFT, or any other Association business activity. However, the total number of days available to all Association officials, delegates, or designees, shall be limited to ten (10) days in any school year. The first seven (7) days will be provided by the District. Upon written request, the Association will reimburse the District for the substitute cost of the remaining three (3) days as each is used. One Association official, grievance chairperson, designated member, delegate, alternative delegate or designated representative may not take all designated days.

ARTICLE 9 – HEALTH BENEFITS

I. Health Insurance

A. Hires before September 1, 2006

1. Effective July 1, 1984, the District will assume ninety percent (90%) of coverage for Health Insurance for both individual and family policies on the Blue Cross Matrix I or its equivalent.
2. Effective July 1, 2007, the District will assume eighty-nine percent (89%) of coverage for Health Insurance for individual, two person, and family policies on the Blue Cross Matrix I or its replacement if available.
3. Effective July 1, 2008, the District will assume eighty-eight percent (88%) of coverage for Health Insurance for individual, two person, and family policies on the Blue Cross Matrix I or its replacement if available.
4. Effective July 1, 2001, an HMO or PPO will be offered as an additional option.

B. New Hires

1. Effective September 1, 2006, the District will pay the agreed percentage (90% for 06-07, 89% for 07-08, 88% for 08-09) toward the PPO plan only.
2. If a new hire chooses to participate in the Blue Cross Matrix I Plan or its replacement if available, the District will pay only the dollar amount specified above (% of PPO).

C. Part-time Hires

Teachers who, starting employment after July 1, 1982, work less than full-time, shall have their Health Insurance premium benefit pro-rated according to the percent of full-time worked. (Percentage of time worked x ninety percent)

D. Health Insurance Buy-Out

1. A health insurance buy-out option of \$1800 per year for individual, 2-person, or family coverage will be provided. The buy-out will be paid at the end of the school year, and will be prorated if the participant leaves service before the end of the school year. Unit members can re-enroll at any open period (July and January).
2. On June 30 of any year, the district can suspend the health insurance buy-out provision if it can demonstrate the buy-out provision no longer represents a financial benefit to the District.
3. Re-entry of active unit members will be allowed in the event of a change of status (i.e., death, divorce, change in job status). The first year will be pro-rated unless the District is notified by July 1st.

4. A previously employed eligible retired unit member not enrolled will be allowed to re-enter the health insurance plan in the event of a change in status with respect to health insurance coverage (i.e., death, divorce, change in job status).

E. Section 125 Plan

1. A Section 125 plan will be offered effective January 1, 2002. The plan will include a cap on unreimbursed medical expenses of \$4000. Dependent day care accounts will be provided.
2. The carrier will be selected by the District, and administrative charges will be assumed by the District.

ARTICLE 10 – CURRICULUM DEVELOPMENT

I. A faculty curriculum committee will be developed by the Administration and the Association. An attempt will be made to create a committee representing the various grade levels, content areas, and special areas. An Administrative representative may join the Curriculum Committee.

II. The Curriculum Coordinator will chair the Curriculum Committee. If there is no curriculum coordinator, two faculty members, one elementary and one secondary elected by committee members, and an administrative representative will co-chair the curriculum committee. If needed, one half day (1/2) of release time per month per faculty co-chair will be available to carry out the co-chair responsibilities.

III. Recommendations of the Curriculum Committee shall be presented to the Superintendent of Schools.

IV. The Board of Education may, based upon the budgetary conditions of the District, make available money for the purpose of curriculum development. The rate of pay for curriculum development will be \$165/6 hour day in 2005-2006, \$180/6 hour day in 2006-2007, \$188/6 hour day in 2007-2008, and \$197/6 hour day in 2008-2009.

ARTICLE 11 – PROFESSIONAL RELATIONS COMMITTEE

A Professional Relations Committee shall be developed by the Superintendent of Schools. This committee shall have members of the Board of Education, the teaching staff, and the Superintendent of Schools.

The purpose of the committee will be to provide an open form of communication between members of a school system.

This committee will have no authority in the decision process, but rather, is an attempt to provide an avenue for better understanding and stronger professionalism.

ARTICLE 12 - SALARY

I. The attached Salary Schedule A will be used for the 2005-2006, 2006-2007, 2007-2008 and 2008-2009 school years to indicate salary, pay for graduate hours, pay for Master's degrees, and career increment.

Each teacher will be assigned a level as indicated in the base year. It is understood that the levels do not equal years of service; rather each level reflects the teachers' years of service as stated in the schedule. It is not anticipated that levels will represent years of service in future years.

II. Federal Aid teachers' salaries will be figured on the same basis as teachers paid from the General Fund.

III. Guidance Counselors will be required to work 20 days between the close of school and reopening of school and will be paid an additional 1/10 of salary.

IV. Final Year of Teaching - Teachers who give the Board of Education their written resignations by January 15 or the next business day thereafter, of the year in which they will be retiring shall receive \$500 for each year or major portion thereof up to 30 years of service in the Greenwich Central School system. Retirement is as defined by the New York State Retirement System. This increase shall be in addition to any adjustment in salary schedule. To qualify the teacher must have served their final ten years (or FTE of ten years) of teaching in the Greenwich Central School system, a period which may have been interrupted by, but not diminished by, a Board approved leave. Special or unusual circumstances in this item may receive consideration. This benefit is only available to teachers during the duration of this Agreement and expires on June 30, 2009 and this applies to teachers who retired in 2005-2006.

V. Graduate Hours

A. All pay for graduate hours presently being paid will continue.

B. There shall be no pay for graduate hours until permanent certification.

C. All graduate hours necessary for permanent certification and any beyond will be paid at the rate of \$74 hour in 2005-06, \$78 hour in 2006-2007, \$81 hour in 2007-2008 and \$85 hour in 2008-2009.

D. Each approved Masters Degree will receive an additional \$1,016 in 2005-06, \$1,061 in 2006-2007, and \$1,109 in 2007-2008 and \$1,159 in 2008-2009.

E. All courses MUST receive prior approval by the Superintendent in writing.

VI. INCOMING TEACHERS PAY

Credit for prior service of incoming teachers will be granted at the discretion of the Board of Education, but not in excess of the highest salary of a teacher currently in the system with comparable years of experience, except by special action of the Board of Education.

VII. EXTRA AND CO-CURRICULAR ACTIVITIES SALARIES

A. Extra and Co-Curricular salaries are determined by the Greenwich Teachers' Association and the Superintendent of Schools and are based on the length of the activity, pupil/staff ratio, responsibility and community interest. Salaries for 2005-2006, 2006-2007, 2007-2008 and 2008-2009 will be as detailed in the attached salary schedules B and C.

Any extra-curricular activity which calls for a decrease in salary for the position shall result in the incumbent of such position having their salary frozen (see incumbent rate on salary schedule B). If there is a new appointee, the new rate specified in Appendix B shall apply.

B. Stipends will be paid as a monthly salary (non-voucher) according to the following schedule:

F (Fall activities): 1/3 payment the 2nd monthly check of
September, October, November

W (Winter activities): 1/3 payment the 2nd monthly check of
December, January, February

S (Spring activities): 1/3 payment the 2nd monthly check of
April, May, June

Y (Year activities): 1/3 payment the 2nd monthly check of
November, February, June

C. LONGEVITY STEP DIFFERENTIALS BACKGROUND

In addition to the salary listed in the Extra and Co-Curricular Activity Salaries Schedule, advisors and coaches will receive an experience factor (longevity) stipend per payment schedule C attached.

NOTE: Initial placement credit for number of years of experience for movement between levels of the same sport or activity was figured as follows: Varsity = 1 year, Junior Varsity = 1/2 year, and Modified or Other = 1/4 year. Any fraction thereof was rounded up.

D. Creation of any new club, activity, or sport, for which compensation is sought by a member of the bargaining unit, shall be requested in writing to the Superintendent of Schools. The Superintendent of Schools will review the requests and make a recommendation to the Board of Education as to whether or not the club or activity or sport shall be recognized. Salary shall be determined by the Association and the Superintendent through bargaining.

VIII. PROFESSIONAL RATE OF PAY

Unless stipulated otherwise in this contract or negotiated separately by the District and the Association, all professional work will be compensated at the rate of \$165 /6 hour day in 2005-2006, \$180/6 hour day in 2006-2007, \$188/6 hour day in 2007-2008 and \$197/6 hour day in 2008-2009. This article will not be used to reduce the rate of pay of any professional work in progress or previously set.

IX. PAY DATES

Teachers will be paid bi-weekly beginning on the first Friday of the school year. The first pay check will be equal to one-half of the teacher's biweekly pay and not exceed the amount earned to date.

X. NATIONAL BOARD CERTIFICATION

Upon receipt of National Board Certification and every year after the National Board Certification is maintained, a teacher will receive an additional \$2,000 non cumulative to be paid at the end of the school year.

ARTICLE 13 – GENERAL DEFINITIONS

- I. Association shall mean the Greenwich Teachers' Association.
- II. Board shall mean the Board of Education of the Greenwich Central School District.
- III. Immediate Family shall be defined as the employee's spouse, child, parent, brother, sister, parents-in-law, children-in-law, siblings-in-law, grandparents, or any other person who occupies a close familial relationship
- IV. Returning Teacher – For salary calculation purposes a returning teacher who has taught more than one-half the scheduled days of a school year shall be advance in salary upon his/her return.
- V. Savings Clause - If any provision of this contract or any application thereof shall be finally determined by any Court to be contrary to law, then such provision or application shall not be deemed valid and subsisting and shall be re-negotiated by the parties to the extent permitted by law, but all other provisions or applications will continue in full force and effect.
- VI. Teacher shall mean professionally certified, full or regular part-time teaching personnel, excluding substitutes and administrators.

ARTICLE 14 – SCOPE OF AGREEMENT

This agreement constitutes the entire agreement between the Superintendent of Schools of the Greenwich Central School District and the Greenwich Central School Teachers' Association, and terminates all prior agreements and understandings.

The parties acknowledge that except as otherwise expressly provided herein, they have fully negotiated with respect to the terms and conditions of employment and have settled them for the term of this agreement in accordance with the provision thereof.

ARTICLE 15 - MISCELLANEOUS

I. The District shall provide every teacher by the opening day of school in September a concise compilation of all existing rules and regulations concerning the duties and responsibilities of teachers not included and not consistent with those determined by this Contract and the rules and regulations concerning student behavior and student discipline.

II. The Superintendent of Schools shall provide the President of the Teachers' Association with the draft agenda of each Board Meeting at least (3) days prior to such meeting.

III. Copies of this Agreement shall be reproduced at the expense of the School District and given to all teachers now employed or hereafter employed within three (3) weeks after its execution or the individual's employment, if that occurs later.

IV. EXTRA-DUTY ASSIGNMENTS

A. There shall be two Senior and two Junior advisors and one each Sophomore and Freshman advisor assigned by the Administration on a fair rotation basis.

B. Activity Advisors - all clubs and class plays are dependent on the advisors' willingness to serve.

VI. SCHOOL DAY/ SCHOOL YEAR

A. The school day shall be 7 hours 12 minutes Monday through Thursday and 6 hours 22 minutes on Friday.

B. Teachers may be expected to serve in addition to the normal school day for professional duties involving parent and student related activities currently being performed by unit members as of June 30, 1984.

C. Teachers may leave after student dismissal on Fridays or the last day before an observed holiday recess unless there are pupils asking for help or the teacher sees students who should be held. Teachers having detention duty or other regularly assigned duty would be an exception.

D. The school year shall be 186 days. The calendar will include no less than 180 teaching days nor more than 182 teaching days.

VII. FACULTY MEETINGS

Faculty Meetings will not be scheduled, except in emergency situations, without 24 hours notice to the staff.

VIII. AGENCY FEE

The Greenwich Central School District shall deduct from the salary of employees in the bargaining unit who are not members of the Greenwich Teachers' Association Unit the amount equivalent to the dues levied by the Greenwich Teachers' Association Unit and shall transmit the sum so deducted by the Greenwich Teachers' Association, in accordance with Chapters 677 and 678 of the Laws of 1977 of the State of New York. The Greenwich Teachers' Association affirms that it has adopted such procedure for refund of agency shop fee deductions as required in Section 3 of Chapters 677 and 678 of the Laws of 1977 of the State of New York. This provision for agency shop fee deduction shall continue in effect so long as the Greenwich Teachers' Association maintains such procedure. Included are those teachers who were members of the Association as of June 30, 1985 and those teachers who are new hires of the district or who are new members of the Greenwich Teachers' Association after June 30, 1985. Excluded are those teachers who were employed, but not members of the Greenwich Teachers' Association on June 30, 1985. Any such unit member who is not covered by the Agency Fee provision and who subsequently joins the Association, shall thereafter be subject to the Agency Fee provision in the event they resign from the Association.

IX. DEDUCTIONS

A. The District shall withhold from each employee's payroll check an amount for VOTE/COPE authorized in writing by an individual employee as requested and transmit said amount to the Greenwich Teachers' Association.

The Association will inform the Business Office of the amounts for current staff before the first payroll in September and for new staff by the second payroll of the current school year. This deduction shall be continuous unless changed in writing by the individual prior to the first payroll in September or first payroll in February of the current school year.

B. The District shall withhold from each employee's payroll check an amount authorized in writing by an individual employee as requested and transmit said amount to the NYSUT Benefit Trust.

The Association will inform the Business Office of the amounts for current staff before the first payroll in September and for new staff by the second payroll for the current school year.

This deduction shall be continuous unless changed in writing by the individual prior to the first payroll in September or first payroll in February of the current school year.

ARTICLE 16 - VACANCIES

I. Whenever any vacancy within the bargaining unit occurs the President of the Association will be notified within five (5) working days from the time the Superintendent is informed, and the position shall be posted by the Superintendent within ten (10) working days after he/she is informed. The posting will be on the teacher bulletin boards in each building. The posting will include education requirements and salary range. The posting will be for a minimum of ten (10) working days before the deadline of applications.

II. In the event of a teacher's services being terminated due to abolishment of a position, the teacher will be notified personally by the Superintendent in the presence of an officer of the Association by June 1st.

III. Procedure will be followed according to Section 2510 of the Education Law for all personnel whose positions have been abolished.

ARTICLE 17 - TRANSFERS

- I. A transfer is defined as a change of grade level, subject or building.
- II. In the event of a transfer, the District will first seek a volunteer. The building principal will request in writing a volunteer from all teachers qualified for the position.
- III. An involuntary transfer shall be made by the District after a meeting between the Superintendent and the teacher involved to discuss the reason for the transfer. Unless there are extenuating circumstances such meeting would be conducted by the June 1 preceding the effective date of the new assignment.
- IV. Unless the Association can show that the District acted in an arbitrary or capricious manner, the District maintains the final authority to determine transfers.

ARTICLE 18 – ELEMENTARY PROFESSIONAL CONDITIONS

I. The goal of the District and the Association regarding elementary preparation time will be to attempt to increase the present minimum of thirty (30) minutes per day to a minimum average of forty-five (45) minutes per day and a minimum average of 250-300 minutes per week for all teachers in grades Kindergarten through 6th grade by June 30, 1993. A committee of Administration and Association representatives will develop plans to achieve this goal. An attempt at progress towards this goal will be made annually. The Superintendent and the Association President may agree to modify this goal and/or process. The Board of Education may, based upon the budgetary conditions of the District, make available money for the purpose of achieving this goal. The District and Association understand that this goal may not be attainable within this contract period. If necessary, the scheduling committee will continue its work during subsequent years of the contract.

II. An opportunity for joint consultation regarding the placement of mainstreamed students will be provided to all teachers at that grade level, special area teachers, special education teachers, and the principal. If possible, the joint consultation will be held before the placement of the mainstreamed student.

III. The District will provide the President of the Association with ten (10) days of release time at a rate of one (1) per month.

IV. Kindergarten through 6th grade teachers will be provided with a 30-minute duty free lunch period.

ARTICLE 19 – TEACHER ASSIGNMENTS – GRADES 7-12

I. Effective September 1, 2001, the work schedule for full-time teachers in grades 7-12 shall consist of five (5) teaching periods and one supervisory period. Supervisory assignments will not be created for the sole purpose of providing a sixth period assignment.

II. The District may assign tenured teachers in grades 7-12 a compensated sixth teaching period in lieu of the one supervisory period. Non-tenured teachers will only be assigned when a qualified tenured teacher is not available.

III. The district shall consider volunteers for compensated sixth teaching periods whenever feasible.

IV. The District shall post all compensated sixth period assignments that are anticipated, including continuing assignments no later than June 1 for the upcoming school year. Tenured teachers will volunteer for sixth period assignments within 10 school days of posting. A tenured teacher may continue to volunteer for a compensated sixth period annually.

V. Secondary teachers assigned a compensated sixth teaching period assignment will be paid as follows:

2005-2006	\$2530
2006-2007	\$2758
2007-2008	\$2882
2008 -2009	\$3012

Compensation for courses less than a full year will be pro-rated accordingly.

VI. A tenured teacher may volunteer for an uncompensated sixth teaching period by obtaining a waiver from the GTA. Such assignments are subject to the prior approval of the Secondary Principal.

VII. The work schedule for a secondary teacher serving as Association President will not exceed five teaching periods. However, the Association President may volunteer for a sixth teaching period assignment with or without compensation.

VIII. The District will pay for each credit per student of independent study approved by the District as follows:

2005-2006	\$253
2006- 2007	\$276
2007-2008	\$288
2008-2009	\$301

Compensation for credits less than a full credit will be pro-rated accordingly.

IX. The teaching of any independent study is voluntary and must have the prior approval of the secondary principal. Teachers may agree to teach one or more independent studies regardless of the number of teaching periods already assigned.

X. The principal and GTA will convene a committee to review current practice regarding contract physical education and independent studies. The committee will develop the standards for instruction and the responsibilities of teaching such assignments.

ARTICLE 20 – TUITION WAIVER

The District will waive the tuition costs of any out-of-district students who are dependents of full-time teachers.

ARTICLE 21 - IMPLEMENTATION

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law, or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

Continuous Improvement Initiative
2005-2009

WHEREAS, the Greenwich Central School District and the Greenwich Teachers' Association are mutually interested in the development and implementation of a continuous improvement initiative.

THEREFORE, the parties mutually agree to the following:

Article 18 – Elementary Conditions

One day per month during the school calendar year, from 2:30-3:20 pm. Monday through Thursday, teachers will be expected to be available for one of those days as mutually determined by Superintendent and GTA President or their designee(s) to participate in a continuous improvement initiative, which will include performance measures, improvement targets and collaboration on strategies to achieve such measures.

Article 19 – Teacher Assignments – Grades 7-12

One day per month during the school calendar year, from 2:30-3:20 pm. Monday through Thursday, teachers will be expected to be available for one of those days as mutually determined by Superintendent and GTA President or their designee(s) to participate in a continuous improvement initiative, which will include performance measures, improvement targets and collaboration on strategies to achieve such measures.

Should the continuous improvement initiative be discontinued, the time period specified above shall revert back to the current extra help period.

The parties further agree that this sidebar agreement will become null and void and sunset as of June 30, 2009.

**SALARY SCHEDULE A
PROFESSIONAL SALARIES**

<u>YRS/ EXP</u>	<u>LEV</u>	<u>05-06</u>	<u>YRS/ EXP</u>	<u>LEV</u>	<u>06-07</u>	<u>YRS/ EXP</u>	<u>LEV</u>	<u>07-08</u>	<u>YRS/ EXP</u>	<u>LEV</u>	<u>08-09</u>
<u>1</u>	<u>1</u>	<u>34,270</u>	<u>1</u>	<u>1</u>	<u>35,270</u>	<u>1</u>	<u>1</u>	<u>36,270</u>	<u>1</u>	<u>1</u>	<u>37,270</u>
<u>2</u>	<u>2</u>	<u>35,000</u>	<u>2</u>	<u>2</u>	<u>36,121</u>	<u>2</u>	<u>2</u>	<u>37,034</u>	<u>2</u>	<u>2</u>	<u>38,084</u>
<u>3</u>	<u>3</u>	<u>36,368</u>	<u>3</u>	<u>3</u>	<u>36,890</u>	<u>3</u>	<u>3</u>	<u>37,927</u>	<u>3</u>	<u>3</u>	<u>38,885</u>
<u>4</u>	<u>4</u>	<u>37,735</u>	<u>4</u>	<u>4</u>	<u>38,331</u>	<u>4</u>	<u>4</u>	<u>38,735</u>	<u>4</u>	<u>4</u>	<u>39,823</u>
<u>5</u>	<u>5</u>	<u>39,103</u>	<u>5</u>	<u>5</u>	<u>39,773</u>	<u>5</u>	<u>5</u>	<u>40,248</u>	<u>5</u>	<u>5</u>	<u>40,671</u>
<u>6</u>	<u>6</u>	<u>40,470</u>	<u>6</u>	<u>6</u>	<u>41,214</u>	<u>6</u>	<u>6</u>	<u>41,762</u>	<u>6</u>	<u>6</u>	<u>42,260</u>
<u>7</u>	<u>7</u>	<u>41,838</u>	<u>7</u>	<u>7</u>	<u>42,656</u>	<u>7</u>	<u>7</u>	<u>43,275</u>	<u>7</u>	<u>7</u>	<u>43,850</u>
<u>8</u>	<u>8</u>	<u>43,469</u>	<u>8</u>	<u>8</u>	<u>44,097</u>	<u>8</u>	<u>8</u>	<u>44,789</u>	<u>8</u>	<u>8</u>	<u>45,439</u>
<u>9</u>	<u>9</u>	<u>45,099</u>	<u>9</u>	<u>9</u>	<u>45,816</u>	<u>9</u>	<u>9</u>	<u>46,302</u>	<u>9</u>	<u>9</u>	<u>47,028</u>
<u>10</u>	<u>10</u>	<u>46,730</u>	<u>10</u>	<u>10</u>	<u>47,535</u>	<u>10</u>	<u>10</u>	<u>48,107</u>	<u>10</u>	<u>10</u>	<u>48,617</u>
<u>11</u>	<u>11</u>	<u>48,131</u>	<u>11</u>	<u>11</u>	<u>49,020</u>	<u>11</u>	<u>11</u>	<u>49,674</u>	<u>11</u>	<u>11</u>	<u>50,272</u>
<u>12</u>	<u>12</u>	<u>49,753</u>	<u>12</u>	<u>12</u>	<u>50,489</u>	<u>12</u>	<u>12</u>	<u>51,225</u>	<u>12</u>	<u>12</u>	<u>51,909</u>
<u>13</u>	<u>13</u>	<u>51,376</u>	<u>13</u>	<u>13</u>	<u>52,191</u>	<u>13</u>	<u>13</u>	<u>52,761</u>	<u>13</u>	<u>13</u>	<u>53,531</u>
<u>14</u>	<u>14</u>	<u>52,999</u>	<u>14</u>	<u>14</u>	<u>53,894</u>	<u>14</u>	<u>14</u>	<u>54,540</u>	<u>14</u>	<u>14</u>	<u>55,135</u>
<u>15</u>	<u>15</u>	<u>54,622</u>	<u>15</u>	<u>15</u>	<u>55,596</u>	<u>15</u>	<u>15</u>	<u>56,319</u>	<u>15</u>	<u>15</u>	<u>56,994</u>
<u>16</u>	<u>16</u>	<u>56,245</u>	<u>16</u>	<u>16</u>	<u>57,298</u>	<u>16</u>	<u>16</u>	<u>58,098</u>	<u>16</u>	<u>16</u>	<u>58,853</u>
<u>17-</u>											
<u>21</u>	<u>17</u>	<u>57,868</u>	<u>17</u>	<u>17</u>	<u>59,001</u>	<u>17</u>	<u>17</u>	<u>59,877</u>	<u>17</u>	<u>17</u>	<u>60,712</u>
<u>22-</u>											
<u>23</u>		<u>+2000</u>	<u>18-22</u>		<u>+2000</u>	<u>18</u>		<u>+2200</u>	<u>18</u>		<u>+2200</u>
<u>24-</u>											
<u>25</u>		<u>+2000</u>	<u>23-24</u>		<u>+2000</u>	<u>19-23</u>		<u>+2200</u>	<u>19</u>		<u>+2200</u>
<u>26-</u>											
<u>27</u>		<u>+2000</u>	<u>25-26</u>		<u>+2000</u>	<u>24-25</u>		<u>+2200</u>	<u>20-</u>		<u>+2200</u>
									<u>24</u>		
									<u>25-</u>		
									<u>26</u>		<u>+2200</u>
<u>28</u>		<u>+2000</u>	<u>27-28</u>		<u>+2000</u>	<u>26-27</u>		<u>+2200</u>	<u>27-</u>		
									<u>28</u>		<u>+2200</u>
<u>29</u>		<u>+2000</u>	<u>29</u>		<u>+2000</u>	<u>28-29</u>		<u>+2200</u>	<u>29-</u>		
									<u>30</u>		<u>+2200</u>
<u>30</u>		<u>+2000</u>	<u>30</u>		<u>+2000</u>	<u>30</u>		<u>+2200</u>			
<u>31</u>		<u>+2000</u>	<u>31</u>		<u>+2000</u>	<u>31</u>		<u>+2200</u>	<u>31</u>		<u>+2200</u>
<u>32</u>		<u>+2000</u>	<u>32</u>		<u>+2000</u>	<u>32</u>		<u>+2200</u>	<u>32</u>		<u>+2200</u>
<u>33</u>		<u>+2000</u>	<u>33</u>		<u>+2000</u>	<u>33</u>		<u>+2200</u>	<u>33</u>		<u>+2200</u>
<u>34-</u>											
<u>35</u>		<u>+2000</u>	<u>34</u>		<u>+2000</u>	<u>34</u>		<u>+2200</u>	<u>34</u>		<u>+2200</u>
<u>36+</u>		<u>+2000</u>	<u>35-36</u>		<u>+2000</u>	<u>35</u>		<u>+2200</u>	<u>35</u>		<u>+2200</u>
			<u>37+</u>		<u>+2000</u>	<u>36-37</u>		<u>+2200</u>	<u>36</u>		<u>+2200</u>
									<u>37-</u>		
						<u>38+</u>		<u>+2200</u>	<u>38</u>		<u>+2200</u>
									<u>39+</u>		<u>+2200</u>

<u>Hours</u>	<u>74</u>	<u>78</u>	<u>81</u>	<u>85</u>
<u>Degree</u>	<u>1016</u>	<u>1061</u>	<u>1109</u>	<u>1159</u>

**SALARY SCHEDULE B
EXTRACURRICULAR ACTIVITIES**

ACTIVITY				
GROUP I	2005-06	2006-07	2007-08	2008-09
Athletic Director	5194	5418	5657	5900
Junior High Discipline I	5194	5418	5657	5900
Junior High Discipline II	5194	5418	5657	5900
Boys Varsity Basketball	3597	3752	3918	4086
Girls Varsity Basketball	3597	3752	3918	4086
Head Football	3597	3752	3918	4086
Indoor Track	2997	3126	3264	3404
Senior High FFA	2997	3126	3264	3404
Yearbook	2997	3126	3264	3404
Varsity Baseball	2700	2816	2940	3066
Varsity Boys Lacrosse	2700	2816	2940	3066
Varsity Boys Soccer	2700	2816	2940	3066
Varsity Boys Track	2700	2816	2940	3066
Varsity Cross Country	2700	2816	2940	3066
Varsity Field Hockey	2700	2816	2940	3066
Varsity Girls Soccer	2700	2816	2940	3066
Varsity Girls Track	2700	2816	2940	3066
Varsity Girls Softball	2700	2816	2940	3066
Group II				
Assistant Varsity Football I	2397	2500	2611	2723
Assistant Varsity Football II	2397	2500	2611	2723
Assistant Varsity Football III	2397	2500	2611	2723
Boys Tennis	2397	2500	2611	2723
Girls Tennis	2397	2500	2611	2723
Junior Varsity Boys Basketball	2397	2500	2611	2723
Junior Varsity Girls Basketball	2397	2500	2611	2723
Assistant Indoor Track	1798	1875	1958	2042
Junior Varsity Baseball	1798	1875	1958	2042
Junior Varsity Boys Lacrosse	1798	1875	1958	2042
Junior Varsity Boys Soccer	1798	1875	1958	2042
Junior Varsity Girls Soccer	1798	1875	1958	2042
Junior Varsity Softball	1798	1875	1958	2042
JV Field Hockey	1798	1875	1958	2042
Track I	1798	1875	1958	2042
Track II	1798	1875	1958	2042

ACTIVITY	2005-06	2006-07	2007-08	2008-09
GROUP II CONTINUED				
Varsity Club	1798	1875	1958	2042
Newsletter/Website/Calendar	1798	1875	1958	2042
Drama Director	1798	1875	1958	2042
Junior High Drama	1798	1875	1958	2042
Music Director	1798	1875	1958	2042
Middle Grade Music Director	1798	1875	1958	2042
Newspaper	1798	1875	1958	2042
Golf	1597	1666	1740	1815
Weight Room- Fall (New appointee)	1597	1666	1740	1815
Weight Room- Spring (New appointee)	1597	1666	1740	1815
Weight Room- Summer (New appointee)	1597	1666	1740	1815
Weight Room- Winter (New appointee)	1597	1666	1740	1815
Winter Cheerleading (Varsity BB)	1597	1666	1740	1815
Weight Room (Incumbent as of 2005-2006)	1977	1977	1977	1977
Elementary Computer	1597	1666	1740	1815
High School Computer	1597	1666	1740	1815
Tech Crew	1597	1666	1740	1815
Assistant Varsity Basketball Boys	1399	1459	1523	1588
Assistant Varsity Basketball Girls	1399	1459	1523	1588
Fall Cheerleading (Football)	1399	1459	1523	1588
FHA-FCCLA	1399	1459	1523	1588
Junior High Boys Basketball 7	1399	1459	1523	1588
Junior High Boys Basketball 8	1399	1459	1523	1588
Junior High Girls Basketball 7	1399	1459	1523	1588
Junior High Girls Basketball 8	1399	1459	1523	1588
Modified Football I (New appointee)	1399	1459	1523	1588
Modified Football II (New appointee)	1399	1459	1523	1588
Student Council	1399	1459	1523	1588
Modified Football I (Incumbent as of 2005-2006)	2304	2304	2304	2304
Modified Football II (Incumbent as of 2005-2006)	2304	2304	2304	2304
GROUP III				
Assistant Varsity Baseball I	1200	1252	1307	1363
Assistant Varsity Boys Soccer	1200	1252	1307	1363
Assistant Varsity Field Hockey	1200	1252	1307	1363
Assistant Varsity Girls Soccer	1200	1252	1307	1363
Assistant Varsity Softball I	1200	1252	1307	1363
Modified Baseball	1200	1252	1307	1363
Modified Boys Soccer	1200	1252	1307	1363
Modified Cross Country	1200	1252	1307	1363
Modified Field Hockey	1200	1252	1307	1363
Modified Girls Soccer I	1200	1252	1307	1363
Modified Girls Soccer II	1200	1252	1307	1363
Modified Softball I	1200	1252	1307	1363
Modified Softball II	1200	1252	1307	1363

ACTIVITY	2005-06	2006-07	2007-08	2008-09
GROUP III CONTINUED				
Modified Track	1200	1252	1307	1363
National Honor Society	1200	1252	1307	1363
Winter Cheerleading (JV BB)	1200	1252	1307	1363
Elementary VCR Coordinator (New appointee)	1001	1044	1090	1137
High School VCR Coordinator (New appointee)	1001	1044	1090	1137
Junior High FFA	1001	1044	1090	1137
Elementary VCR Coordinator (Incumbent as of 2005-2006)	1535	1535	1535	1535
H.S. VCR Coordinator (Incumbent as of 2005-2006)	1535	1535	1534	1535
GROUP IV ACTIVITY	2005-06	2006-07	2007-08	2008-09
Junior Adviser I	835	871	909	948
Junior Adviser II	835	871	909	948
Senior Adviser I	835	871	909	948
Senior Adviser II	835	871	909	948
Choraliers	600	626	654	682
Guys and Gals	600	626	654	682
Pit Orchestra	600	626	654	682
Stage Band	600	626	654	682
Treble Chorus	600	626	654	682
Wind Ensemble	600	626	654	682
Assistant Cheerleading	600	626	654	682
Basketball 4	600	626	654	682
Boys Basketball 5	600	626	654	682
Boys Basketball 6	600	626	654	682
Field Hockey 4-6	600	626	654	682
Girls Basketball 5	600	626	654	682
Girls Basketball 6	600	626	654	682
Junior High Golf	600	626	654	682
Running Club	600	626	654	682
American Field Service (AFS)	600	626	654	682
FBLA	600	626	654	682
French Club	600	626	654	682
Freshmen Advisor I	600	626	654	682
K-6 Memory Book	600	626	654	682
Middle Grade School Store	600	626	654	682
Odyssey of the Mind	600	626	654	682
Science Club	600	626	654	682
Sophomore Advisor I	600	626	654	682
Spanish Club	600	626	654	682
STOP	600	626	654	682
Students Against Drunk Driving	600	626	654	682
Wee Deliver	600	626	654	682
Writer's Club	600	626	654	682
7 th Grade Advisor	367	383	400	417

ACTIVITY	2005-06	2006-07	2007-08	2008-09
GROUP IV CONTINUED				
8 th Grade Advisor	367	383	400	417
Authors Express	367	383	400	417
Chess Club	367	383	400	417
Elementary Art Club	367	383	400	417
Elementary Math Club	367	383	400	417
High School Art Club	367	383	400	417
History Club	367	383	400	417
Home Economics Club	367	383	400	417
Junior High Excel	367	383	400	417
Open Art Studio	367	383	400	417
Ping Pong Club	367	383	400	417
Ski Club	367	383	400	417
PER EVENT ACTIVITY	2005-06	2006-07	2007-08	2008-09
Chaperones	50	52	54	56
Intramurals	27	28	29	30
Shot Clock	35	37	39	41

**SALARY SCHEDULE C
EXTRACURRICULAR LONGEVITY**

Group I

	2005-06	2006-07	2007-08	2008- 2009
5 Years	381	397	415	433
10 Years	757	790	825	860
15 Years	1134	1183	1235	1288

Group II

	2005-06	2006-07	2007-08	2008- 2009
5 Years	229	239	250	261
10 Years	454	474	495	516
15 Years	680	709	740	772

Group III

	2005-06	2006-07	2007-08	2008- 2009
5 Years	152	159	166	173
10 Years	304	317	331	345
15 Years	454	474	495	516

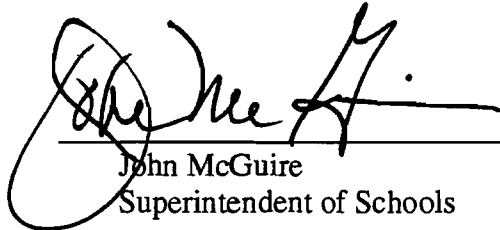
Group IV

	2005-06	2006-07	2007-08	2008- 2009
5 Years	76	79	82	86
10 Years	152	159	166	173
15 Years	229	239	250	261

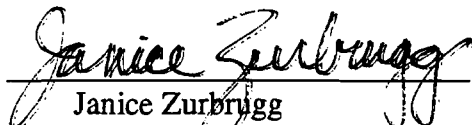
ARTICLE 22 – DURATION

This contract shall be effective from July 1, 2005 through June 30, 2009.

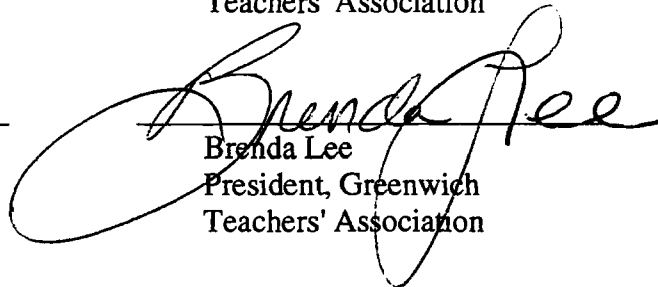
Date 10/19/07


John McGuire
Superintendent of Schools

Date 10/20/07

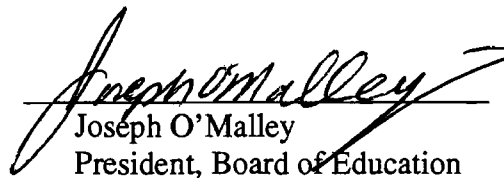

Janice Zurbrugg
Past President and Chief Negotiator, Greenwich
Teachers' Association

Date 10/19/07


Brenda Lee
President, Greenwich
Teachers' Association

Witness:

Date 10/22/07


Joseph O'Malley
President, Board of Education

GTA CONTRACT EXTENSION 2009-2010

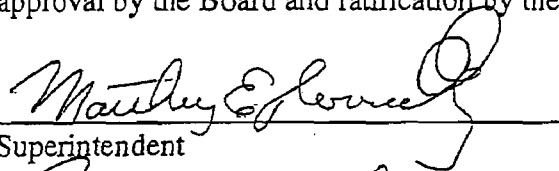
Memorandum of Agreement

This is the agreement between the Superintendent of Schools of Greenwich Central School and the Greenwich Teachers Association made on July 7, 2008. All items not mentioned are in accordance with the agreement that will expire on June 30, 2009, or as previously agreed.

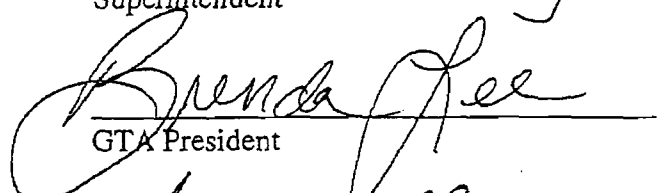
1. Attached salary extension for 2009-2010 school year. No increase for masters or rate for graduate hours.
2. A 3.75 percent increase on extracurricular and coaching salaries for 2009-2010 year.
 - a. Adjustment of four (4) clubs is attached.
3. All other contract language, Professional Rate of Pay and teaching a sixth class will remain the same. We continue Article 12 IV Final Year of Teaching and at the same rate of \$500 per year.
4. Continuous Improvement Initiative – as per Article 18 – Elementary Conditions and Article 19 – Teacher Assignments – Grades 7-12. The parties agree that this agreement will become null and void and sunset as of June 30, 2010.

Contract to expire 6/30/2010

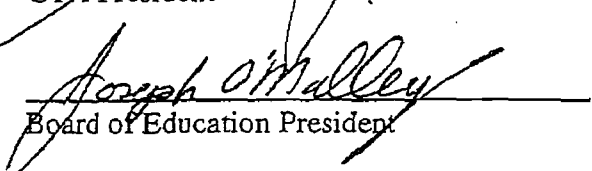
It is understood that this memorandum of agreement is subject to ratification and approval by the Board and ratification by the association.


Superintendent

7/7/08
Date


GTA President

7/7/08
Date


Board of Education President

7/7/08
Date

SALARY SCHEDULE A
PROFESSIONAL SALARIES
YRS/ LEV 09-10
EXP

	1	1	38,310
	2	2	39,124
	3	3	39,925
	4	4	40,863
	5	5	41,711
	6	6	43,300
	7	7	44,890
	8	8	46,479
	9	9	48,068
	10	10	49,657
	11	11	51,312
	12	12	52,949
	13	13	54,571
	14	14	56,175
	15	15	58,034
	16	16	59,893
	17	17	61,752
	18		2500
	19		2500
	20		2500
21-25			2500
26-27			2500
28-29			2500
30-31			2500
	32		2500
	33		2500
	34		2500
	35		2500
	36		2500
	37		2500
38-39			2500
40+			2500
Hours			85
Degree			1159

GROUP I ACTIVITY	2009-10
-------------------------	----------------

letic Director	6121
ior High Discipline I	6121
for High Discipline II	6121

s Varsity Basketball	4239
s Varsity Basketball	4239
ad Football	4239

oor Track	3532
ior High FFA	3532
arbook	3532

sity Baseball	3181
sity Boys Lacrosse	3181
sity Boys Soccer	3181
sity Boys Track	3181
sity Cross Country	3181
sity Field Hockey	3181
sity Girls Soccer	3181
sity Girls Track	3181
sity Softball	3181

GROUP II ACTIVITY 2009-10

Assistant Varsity Football	2825
Assistant Varsity Football I	2825
Assistant Varsity Football III	2825
Boys Tennis	2825
Girls Tennis	2825
Junior Varsity Boys Basketball	2825
Junior Varsity Girls Basketball	2825
Assistant Indoor Track	2119
Junior Varsity Baseball	2119
Junior Varsity Boys Lacrosse	2119
Junior Varsity Boys Soccer	2119
Junior Varsity Girls Soccer	2119
Junior Varsity Softball	2119
IV Field Hockey	2119
Track I	2119
Track II	2119

Varsity Club	2119
Newsletter/Website/Calendar	2119
Drama Director	2119
Junior High Drama	2119
Music Director	2119
Middle Grade Music Director	2119
Newspaper	2119

Golf	1883
Weight Room- Fall	1883
Weight Room- Spring	1883
Weight Room- Summer	1883
Weight Room- Winter	1883
Winter Cheerleading (Varsity BB)	1883

Elementary Computer	1883
High School Computer	1883
Tech Crew	1883

Assistant Varsity Basketball Boys	1648
Assistant Varsity Basketball Girls	1648
Fall Cheerleading (Football)	1648
FHA-FCCLA	1648
Junior High Boys Basketball 7	1648
Junior High Boys Basketball 8	1648
Junior High Girls Basketball 7	1648
Junior High Girls Basketball 8	1648
Modified Football I	1648
Modified Football II	1648
Student Council	1648
FBLA	1648
K-6 Memory Book	1648
STOP	1648
Science Club	1648

GROUP III ACTIVITY	2009-10
---------------------------	----------------

Assistant Varsity Baseball	1414
Assistant Varsity Boys Soccer	1414
Assistant Varsity Field Hockey	1414
Assistant Varsity Girls Soccer	1414
Assistant Varsity Softball	1414
Modified Baseball	1414
Modified Boys Soccer	1414
Modified Cross Country	1414
Modified Field Hockey	1414
Modified Girls Soccer I	1414
Modified Girls Soccer II	1414
Modified Softball I	1414
Modified Softball II	1414
Modified Track	1414
National Honor Society	1414
Inter Cheerleading (JV 3)	1414

Elementary VCR Coordinator	1180
High School VCR Coordinator	1180
Junior High FFA	1180

GROUP IV ACTIVITY	2009-10
-------------------	---------

Junior Adviser I	984
Junior Adviser II	984
Senior Adviser I	984
Senior Adviser II	984

Choraliers	708
Boys and Gals	708
Art Orchestra	708
Stage Band	708
Reble Chorus	708
Wind Ensemble	708

Assistant Cheerleading	708
Basketball 4	708
Boys Basketball 5	708
Boys Basketball 6	708
Field Hockey 4-6	708
Girls Basketball 5	708
Girls Basketball 6	708
Junior High Golf	708
Swimming Club	708

American Field Service (AFS)	708
FBLA	
French Club	708
Freshmen Advisor I	708
K-6 Memory Book	
Middle Grade School Store	708
Odyssey of the Mind	708
Science Club	
Sophomore Advisor I	708
Spanish Club	708
STOP	
Students Against Drunk Driving (SADD)	708
Wee Deliver	708
Writer's Club	708

7th Grade Adviser	433
8th Grade Adviser	433
Authors Express	433
Chess Club	433
Elementary Art Club	433
Elementary Math Counts	433
High School Art Club	433
History Club	433
Home Economics Club	433
Junior High Excel	433
Open Art Studio	433
Ping Pong Club	433
Ski Club	433

PER EVENT ACTIVITY	2009-10
Chaperones	58
Intramurals	31
Shot Clock (Basketball)	43

TA/5018

CONTRACT

Between

Farmingdale Federation of Teachers, Inc.
Local 1889, NYSUT, AFT, AFL-CIO

And

Board of Education
Farmingdale Union Free School District
Towns of Oyster Bay and Babylon
Counties of Nassau and Suffolk
State of New York

July 1, 2009 – June 30, 2011

RECEIVED
NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

DEC 21 2009

ADMINISTRATION

569

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PREAMBLE

The Board of Education of the Farmingdale U.F.S.D. (hereinafter called the Board) and Superintendent of Schools, and the Farmingdale Federation of Teachers, Inc., Local 1889, NYSUT, AFT, AFL-CIO (hereinafter called the Federation), recognize that the highest quality of education consistent with community, state, and national resources is a common responsibility. Relationships must therefore be maintained which are based on this goal and on the concept of education as a public trust.

All parties concerned recognize that teaching is a profession. The Board of Education herewith acknowledges and declares its cooperative intention with respect to the teachers' just aspirations for self-fulfillment and advancement in their profession, as well as their right to productive and pleasant working conditions and remuneration commensurate with the importance of the educational task they perform.

The Board of Education and the teachers recognize that the Superintendent of Schools is the Board's executive officer, professional advisor to the Board, the chief administrator of the schools, the administrative leader of the professional staff, and a focal point of responsibility within the school system. The Board of Education and the teachers recognize that the Superintendent exercises professional leadership and encourages his/her associates to engage in the development of forward-looking proposals for study and adoption by the Board and the administration in matters of professional growth and personal welfare.

All parties concerned recognize that the best interests of public education will be served by establishing procedures to provide an orderly method for the Board and representatives of the Federation to negotiate matters of mutual concern and to seek a mutually satisfactory agreement on these matters. To this end, free and open exchange of views is desirable and necessary, with all parties participating in deliberations. Therefore, the Board and the Federation hereby adopt the following procedures. It is hereby agreed that both parties and all those in administrative and supervisory capacity shall comply with the provisions contained in this contract.

ARTICLE I - Recognition

The Board recognizes the Federation as the exclusive representative of the classroom teachers of the Farmingdale U.F.S.D. certified by the State Department of Education, including those with tenure or on probation.

The term "teacher" includes, but is not limited to, classroom teachers, itinerant teachers, school nurse-teachers, librarians, guidance counselors, psychologists, speech and hearing therapists, and substitute teachers holding valid New York State teaching certificates. Any teacher who evaluates another teacher pursuant to a job description as adopted by the Board of Education is not covered by this Contract. The term "Federation" used in this Contract shall mean the Farmingdale Federation of Teachers, Inc., Local 1889, NYSUT, AFT, AFL-CIO as

incorporated by the Board of Regents in behalf of the University of the State of New York in 1962.

As a condition for continuation of recognition, the Federation shall submit to the Board by November 15th during each school year of the term of this Contract a verified statement of the number of dues-paying members of the Federation showing a membership of more than fifty (50) per cent of the professional teaching staff regularly employed on a full-time basis, working toward or on tenure, in the school district.

This recognition shall not impair the rights of any employee or group of employees under the Constitution and laws of New York State.

ARTICLE II - Collective Bargaining

A. Negotiation Procedures

1. The Board and the Federation shall negotiate procedures set forth herein carried out in good faith to reach mutual understanding and agreement.

Such negotiations shall include, but not be limited to, interpretation of contract, the handling of grievances, salaries, fringe benefits, teaching load, performance of non-teaching duties (extra-curricular duties, remuneration and assignment procedures, clerical duties, etc.), teacher facilities, teaching assignments, transfers, promotions, summer school, protection of teachers and professional improvement and professional standards. Both parties agree to negotiate in a good faith effort to reach agreement concerning said matters. Disputes over the conditions set forth in this Contract shall first be brought to the Office of the Superintendent.

Any agreement so negotiated shall apply to all teachers and shall be reduced to writing and signed by the Board and the Federation. It is expressly understood that any such Contract is binding only to the extent permitted under the laws of the State of New York and the United States.

2. The Board agrees that this contract will be subject to revision on or before the June prior to the expiration of the agreement for the purpose of negotiation over all matters concerning teachers' salaries, fringe benefits, working conditions and related matters for the fiscal year(s) following the expiration date of this Agreement. Either party may initiate such negotiations by making written proposals.

The Board, the Superintendent, and the Federation, in accordance with reasonable requests, agree to furnish all available information concerning financial resources of the district, tentative budgetary requirements and allocations, and such other information as will assist in developing intelligent, accurate, and constructive programs on behalf of the teachers and their students.

3. During negotiations, the Board and the Federation shall present relevant data, exchange points of view, make proposals and counterproposals. Both parties shall make

available to each other for inspection all records pertinent to matters being negotiated. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiation. If either the Board or the Federation invites an outside consultant to attend a negotiating meeting, advance notice will be given the other party.

4. If either party to this Contract determines that negotiations under this Contract have reached an impasse, written notice of intent of 48 hours shall be provided the other party. The provisions of Section #209 of the Public Employees' Fair Employment Act shall apply. The 48-hour period shall be outside of the 60-day limit of the Taylor Law.

5. All employees covered by its terms shall receive a copy of the contract between the Farmingdale Federation of Teachers, Inc., Local 1889, NYSUT, AFT, AFL-CIO and the Board of Education at the time of employment and at the beginning of each school year.

B. Negotiations over Matters not Covered by Terms of the Contract

1. Members of the Administration are prohibited from changing the terms of working conditions or matters related thereto as set forth herein. Before the Board adopts a change in policy which affects salaries, fringe benefits, working conditions or matters related thereto which are not covered by the terms of this Contract and may not have been proposed by the Federation, the Board will notify the Federation in writing that it is considering such a change. The Federation shall have the right to negotiate on such proposed changes with the Board provided that it files such a request with the Board within five days after receipt of said notice.

2. Any agreement reached with the Board shall be reduced to writing, shall be signed by both parties, and shall become an addendum to this Contract.

3. The Board agrees not to negotiate with any teachers' group other than the Federation for the duration of this Contract.

4. If the Board and Federation cannot agree on a proposed contract change, the present Contract shall remain in full force and effect until its expiration.

ARTICLE III Grievance Procedures for Teachers Farmingdale U.F.S.D.

A. Resolution of Board of Education

The Board of Education of the Farmingdale U.F.S.D., in compliance with Article 16 of the General Municipal Law (Chapter 554 of the Laws of 1962) regarding the establishment of grievance procedures for public employees, does hereby establish and adopt the following

procedures for the settlement of grievances of members of the teaching staff of the Farmingdale U.F.S.D. to be effective September 30, 1963.

B. Declaration of Policy

In order to establish a more harmonious and cooperative relationship between teachers, administrators, and members of the Board of Education which will enhance the educational program of the Farmingdale U.F.S.D., it is hereby declared to be the purpose of these procedures to provide for orderly settlement of certain differences promptly and fairly as they arise and to assure equitable and proper treatment of teachers pursuant to established policies, rules and regulations of the District. The provisions of these procedures shall be liberally construed for the accomplishment of this purpose.

C. Basic Principles

1. It is the intent of these procedures to provide for the settlement of differences at the earliest possible stage of the procedures in a fair and equitable manner. The resolution of a grievance at the earliest stage is encouraged.
2. Every teacher shall have the right to present grievances in accordance with these procedures, free from coercion, interference, restraint, discrimination or reprisal - either directly or indirectly.
3. Every teacher shall have the right to be represented at any stage of the procedures by no more than three persons of his/her own choice. The administration shall also be entitled to an equal number of persons.
4. Each administrator shall have the responsibility to consider each grievance presented to him/her and make a written determination within the authority delegated to him/her and within the time specified in these procedures.
5. Each party to a grievance shall have access to all written statements and records pertaining to such case.
6. All hearings shall be confidential.
7. It shall be the responsibility of the chief administrator of the District to take such steps as may be necessary to give force and effect to these procedures.
8. Modification of this procedure shall be instituted in the same manner as in the original development of this grievance procedure.
9. The function of these procedures is to assure equitable and proper treatment under the policies and the rules of the District.

10. All rules and regulations pertaining to personnel shall be written and a copy shall be made readily available to all teachers in the library of each school building.

D. Definitions

1. Administrator shall mean any professional employee responsible for or exercising any degree of supervision or authority over a teacher.
2. Teacher shall mean any employee whose position requires certification by the State Education Department, or any group of such employees, who does not fall under the definition of administrator above.

Teacher shall also mean the Federation, but the Federation may enter only class or group grievances involving more than one person or the bargaining unit as a whole.

3. Chief Administrator shall mean the superintendent of the District or his/her designee.
4. Immediate Supervisor shall mean the administrator to whom the teacher is directly responsible (e.g., department chairperson, building principal or superintendent).

For personnel who are in the division of Pupil Personnel Services and who are not assigned to a specific building, the immediate supervisor shall be the administrator in charge of pupil personnel. For teachers not assigned to a specific building, the immediate supervisor shall be the building principal in whose building the grievance has occurred. If the grievance is with the administrator of districtwide capacity, the grievance shall be filed with the Superintendent of Schools.

5. Representative shall mean the person or persons designated by the aggrieved teacher as his/her counsel or to act on his/her behalf.
6. A Grievance shall be defined in two parts as follows:
 - a. A Contract Grievance shall mean any claimed violation, misinterpretation or misapplication of a stated, specific provision of this Contract expressly covered herein. Such a grievance shall describe the specific provision of the Contract claimed to be violated.
 - b. A Policy Grievance shall mean any claimed violation, misinterpretation or inequitable application of any existing laws, policies, rules or regulations of the school district which relate to or involve a teacher in the execution of the duties assigned to him/her.

In the absence of a specifically described provision of the Contract claimed to be violated, the grievance shall be presumed to be a policy grievance.

7. Day, as used in these procedures, shall be a day in which school is legally in session.

E. Procedures

1. Stage 1

The aggrieved teacher shall present his/her grievance in writing to his/her immediate superior who shall discuss the grievance with the aggrieved teacher or with the teacher and his/her representative(s), if any. In the event that the teacher has a representative, authorization for such representation shall be presented to the parties involved and representatives shall present a written statement of grievance in lieu of one signed by the teacher, but certified to its accuracy by the grievant.

The immediate supervisor shall render his/her determination in writing to the aggrieved teacher within three school days after the grievance has been discussed by the parties concerned.

Failure to adhere to the stipulated time limit at each stage may result in the aggrieved proceeding immediately to the next stage.

If such grievance is not satisfactorily resolved at this stage, the aggrieved teacher may proceed to the next stage. Failure of grievant to proceed to the next stage within 10 days shall terminate the grievance.

2. Intermediate Stage - (Principal or Administrative Assistant)

If the immediate supervisor is a department head, then Stage II will be the building principal. This stage would follow the provisions of Stage I.

3. Chief Administrator Stage

- a. Within ten (10) school days after a determination has been made at a prior stage, the aggrieved teacher may make a written request to the chief administrator. If the Superintendent designates an Assistant Superintendent to act in his/her behalf, he/she shall also delegate full authority to render a determination in his/her behalf.

- b. The Superintendent or the Assistant Superintendent shall within two (2) school days notify the aggrieved teacher, immediate supervisor and any other administrator previously rendering a determination in the case to submit written statements to him/her within five (5) school days setting forth the specific nature

of the grievance, the facts relating thereto, and the determination(s) previously rendered.

c. If such is requested in the written statement of either party pursuant to paragraph "b" above, the Superintendent or Assistant Superintendent shall notify all parties concerned in the case of the time and place when a hearing will be held where such parties may appear and present oral and written statements supplementing their position in the case. Such hearings shall be held at a time mutually arranged within five (5) school days of receipt of the written statements pursuant to paragraph "b."

d. The chief administrator shall render his/her determination in writing within ten (10) school days after the written statements pursuant to paragraph "b" and/or "c" have been presented to him/her.

e. If the grievance is not resolved to the satisfaction of the grievant at this stage, the aggrieved teacher must proceed to the Arbitration Stage within ten (10) days.

4. Arbitration Stage

The aggrieved teacher may request the American Arbitration Association to designate a panel of arbitrators experienced in public education from which, in accordance with the rules then obtaining of the American Arbitration Association, an arbitrator will be selected or designated. Either party may request a panel consisting of three arbitrators. The arbitrator(s) shall review all matters pertaining to the case, hold hearings if deemed necessary, and shall issue his/her (their) written determination within a fifteen (15) day period. The determination and award of the arbitrator or arbitrators with respect to a Contract Grievance shall be final and binding upon the parties. The arbitrator(s) shall, however, be without authority to make a binding award with respect to retroactive salary. With respect to Policy Grievances, the determination and award of the arbitrator(s) shall be advisory. The cost of one arbitrator shall be shared equally. If three arbitrators are requested, the cost of the other two shall be borne by the party requesting them.

5. If the award is advisory, the award shall be submitted to the Board of Education, the aggrieved teacher and his/her representative, if any. The parties may accept or reject the award of the American Arbitration Association at a joint meeting held within five (5) days of the submission of the award.

F. Distribution of Procedures

A copy of these procedures, and any amendments thereto, or any written agreement in effect in which the procedures have been incorporated, shall be distributed to all teachers and shall be filed with the State Civil Service Commission within fifteen (15) days after their adoption. The procedures shall also be open to public inspection with the clerk of the District. New employees shall be given copies of this grievance procedure at the time they are employed.

ARTICLE IV - Teaching Conditions

A. Teaching Hours

1. All teachers shall be entitled to an uninterrupted duty-free lunch period of not less than forty (40) minutes.
2. All teachers, Grades K-4, shall be scheduled to have, during the students' day, a 40 minute preparation period, if same can be provided within existing staff and facilities, and shall be entitled to at least a total of 200 minutes of preparation time per week.
3. All teachers, Grades 5-12, shall be scheduled to have at least one 40-minute preparation period per day.
4. A schedule of sign-in and sign-out times for teachers in each building is attached hereto as Schedule III. Such times are exclusive of necessary building, faculty, departmental or grade-level meetings and emergency situations. Such meetings shall not exceed one (1) hour in length when called.
5. No appointment with parents shall be scheduled without prior notice to the teacher.
6. By special agreement voluntarily entered into by a building principal and a teacher, and not in violation of any other part of this Contract, an individual teacher's sign-in and sign-out time may be altered as a result of the peculiar nature of the teacher's assignment but the total number of hours involved shall not exceed those indicated in the sign-in and sign-out at the particular building.
7. Teachers shall not be required to collect monies for banking or for the Red Cross.
8. Commencing July 1, 1983, one (1) half day shall be set aside for grade level teacher conferences.
9. If a teacher is to be relieved of his/her teaching assignment for a full day or a half day to perform administration or other educational duties, a substitute shall be hired. Student teachers are not to be assigned to assume responsibilities of a certified teacher.
10. The length of the school day for teachers Grades 1-12 shall not exceed 6 hours 50 minutes; the length of the school day for kindergarten teachers shall not exceed 6 hours 40 minutes. Effective for the 1997/98 school year and thereafter, the length of the school day for teachers grades K through 12 shall not exceed seven (7) hours. See Schedule III attached.
11. Effective for the 1997/98 school year and thereafter:

I. Secondary Schools

- A. The schedule of teachers assigned to the High School and the Middle School shall provide for a nine (9) period day including a daily preparation period. Effective for the 2001/02 school year and thereafter, the schedule shall include a daily professional period during which the principal shall have the authority to assign teachers to specific professional activities from a list determined by the Superintendent of Schools consistent with paragraph B12 hereof, after consultation with representatives of the FFT pursuant to the following schedule:

2009/10 and thereafter, 10 times per month without limitation as to how many thereof may be tutoring/extra help.

Tutoring/extra help as referred to herein shall be limited to no more than 10 students per session from the teacher's class(es) at the elementary level pursuant to a schedule developed by the Superintendent/Building Principals in consultation with the FFT. At the secondary level, assignment to tutoring/extra help shall be limited to those subjects taught by the teacher within the preceding three years.

- B. No conferences with supervisors, administrators, counselors, or parents shall be scheduled pursuant to Article IV, Section B 12 during more than one of the preparation periods referred to above on any given day.

II. Elementary Schools

The hours of instruction for all elementary students will remain unchanged. At the elementary level the use of the a.m. block of time or the p.m. block of time will be defined by Article IV A 11-I A. Notice of such meetings will be given at least one week in advance. The provisions of Paragraph IB hereof shall also apply.

12. During the last week of school, elementary instruction during the last three days shall be half days.
13. Effective September 1, 1993, attendance at back to school night and one additional evening meeting shall be mandatory for all teachers. Effective September 1, 1997, attendance at back-to-school night and two additional evening meetings shall be mandatory for all teachers.

Teachers with split schedules shall be required to attend back to school night and an evening meeting at each school to which they are assigned. Effective September 1, 1997, teachers with split schedules shall be required to attend back-to-school night and two evening meetings. Attendance at additional such meetings shall be at the option of the building principal. In the event that teachers with split schedules are obligated to attend additional meetings, pursuant to this paragraph, they shall be paid at the home tutoring rate set forth in the auxiliary schedule, which shall be considered as an hourly rate of pay.

The format for the additional evening meeting shall be determined by the Superintendent of Schools subject to the following:

- a. The meeting shall occur on a date on which school is in session.
 - b. The meeting shall commence no earlier than 5:30 and no later than 7:00.
 - c. The meeting shall be no longer than three (3) hours in length.
 - d. The format shall not provide for group parent--teacher conferences.
 - e. The format shall provide for individual parent--teacher conferences.
 - f. The additional evening meeting shall not be scheduled to occur during the same week as back to school night.
 - g. During the evening meeting, the District will provide for security and administrative supervision.
 - h. The date(s) for the evening meeting shall be published in the school calendar.
 - i. The contract is hereby amended where necessary to reflect Full Day Kindergarten and the extension of elementary (1-6) working conditions to Kindergarten teachers.
14. Teachers shall be required to attend 16 hours of professional staff development annually upon terms and conditions determined by the Board of Education upon recommendation of the Superintendent of Schools after consultation with representatives of the FFT. Attendance at said sessions shall be without additional compensation.

Except as indicated below and excluding a maximum of 15 minutes to allow for travel between buildings, these activities shall be scheduled in two hour increments contiguous to the end of the teacher workday on days when schools are otherwise in session. Up to ten (10) hours of required staff development time may be used for curriculum discussions and other teacher collaboration regarding programs and student performance, including but not limited to the production of new curriculum or the revision of an existing curriculum. Teachers may be

required to bring written material to such staff development sessions and otherwise engage in activities during the sessions as prescribed by the staff development leader. These staff development sessions may be scheduled in one hour increments at the discretion of the building principal. Teachers shall not be assigned work to be done outside of the sessions. Should a teacher apply for and be appointed to the production of a curriculum document in the aftermath of a session, he/she will be paid in accordance with the summer curriculum writing schedules set forth in this contract.

On those occasions when the Superintendent determines to conduct staff development on other than a building-wide basis, the following principles shall apply:

- a. Said session shall be of two hours duration and shall commence no later than 15 minutes after the end of the teachers' workday at the last school to close from which teachers are participating in the session.
- b. Said session shall be preceded by a staff development session (which shall count toward the annual obligation) at the building level at the earlier closing building (s) provided at least one hour exists between the end of the teacher day at the earlier closing building(s) and the teacher day at the later closing building(s). Said additional session shall be attended by a maximum of all staff at the building and a minimum of those teachers participating in the session referred to in subparagraph "a."
- c. All sessions shall be conducted within the boundaries of the Farmingdale School District.
- d. A formal evaluative procedure shall be established by the Superintendent to examine all staff development activities provided by the Farmingdale School District. The results of these evaluations shall be provided to the FFT.

Except as to those sessions devoted to curriculum discussions and other teacher collaboration pursuant to the second paragraph hereof for which there shall be one month's notice, a calendar of staff development sessions shall be created by the Superintendent of Schools in consultation with the FFT and given to the staff no later than June 15th for the fall semester and no later than November 15th for the spring semester.

- a. In the event an actual athletic competition conflicts with a scheduled staff development session as to date and time, the principal shall provide for make-up of the said session for coaches involved in that activity. An athletic competition shall not be cancelled for failure to conduct the minimum number of practices required by a sanctioning body by reason of assignment of all coaches to staff development activity. Make-up of staff development sessions

as scheduled by the principal shall take place on days when school is otherwise in session.

- b. Staff development sessions missed by reason of use of sick or personal leave entitlement on a school day shall be made up as determined by the principal in consultation with the teacher.
- c. Part-time teachers shall be required to serve the staff development time commensurate with their appointment.

B. Teaching Assignments

1.
 - a. Teachers having 40-minute periods shall be assigned no more than five (5) teaching periods, one duty period and a homeroom or comparable duty.
 - b. Teachers having 30-minute periods shall be assigned no more than six (6) teaching periods, one duty period, and a homeroom or comparable duty.
 - c. No teacher of English shall have a pupil load exceeding 120 students.
2. Every effort shall be made to assign teachers in departmentalized areas to teach not more than three (3) classes or duties in succession and never more than four (4) in succession.
 - a. Every effort shall be made to schedule teachers in non-departmentalized areas (Grades 1-12) to no more than 120 consecutive minutes of instruction and/or duty periods provided that this can be accomplished within existing facilities and without hiring additional staff.
3. Every effort shall be made to schedule classes in departmentalized areas so that teachers shall not be required to teach more than two (2) subject areas.
4. Only those teachers with valid drivers' licenses and having available automobiles shall be assigned to inter-school travel. Such teachers shall be assigned five (5) 40-minute periods or six (6) 30-minute periods per day with no duty periods. They shall be compensated for inter-school travel at a rate established by the Board of Education which shall be the allowable rate determined for tax purposes by the Internal Revenue Service. In the event of severe inclement weather, Act of God, or mechanical difficulty which precludes inter-school travel, the Board of Education shall provide the necessary transportation.
5. Teachers, other than newly-appointed and substitute teachers, shall be notified in writing of their tentative programs for the coming school year, including the schools to which they will be assigned, the grade levels, and/or subjects that they

will teach, and any special or unusual classes that they will have, as soon as practicable and, under normal circumstances, not later than June 1.

6. Teachers shall be assigned outside the scope of their teaching certificates only in accordance with the Regulations of the New York State Commissioner of Education.
7. No regularly assigned teacher shall be used as a substitute teacher except in case of emergency, it being expressly understood that the failure of a substitute to arrive on schedule or the inability to secure a substitute shall be considered an emergency.

Continuing (long-term) substitute coverage at the secondary level, grades 7 through 12, may be assigned by the principal to a certified teacher of those subjects as a sixth period when the following conditions are met:

- a. The Board of Education shall first attempt to secure a certified long-term substitute teacher, such attempt to include the use of newspaper advertisement.
- b. The assignment is voluntarily accepted by the teacher.
- c. Such positions will be posted by the principal.
- d. Every six months each department will develop a rotation list to be kept in the principal's office.
- e. Employees shall be selected from the rotation list for the entire length of the assignment.
- f. No teacher may be assigned to substitute service pursuant to this paragraph during his/her duty period except that the principal may adjust the preparation, lunch, and duty period schedules as needed so as to permit the teacher to accept substitute service.
- g. Teachers who accept substitute assignments shall be compensated pursuant to the approved auxiliary schedule under the category "Subs by Period," such compensation shall not apply to duty periods.
- h. Nothing contained herein shall require the principal to cover a teacher's entire program via the solicitation of volunteers pursuant to this paragraph.
- i. The implementation of this paragraph shall not constitute a violation of Article IV B-2 nor shall implementation of this provision permit the district to assign successive classes not connected with substitute service under this provision in violation of Article IV B-2.

- a. At the secondary level, full-time teachers may volunteer for short term substitute coverage in lieu of their preparation or lunch periods. Implementation of this provision shall be at the discretion of the building principal. To be eligible, the volunteer must be from the department to which the absent teacher is assigned or possess the certification required in order to teach the class for which the service is sought.
 - b. Compensation for service pursuant to this paragraph shall be as follows:
 1. First 5 periods of volunteer service - no compensation.
 2. Next 10 periods of volunteer service - $\frac{1}{2}$ the rate of pay set forth for long term period coverage in Schedule II-A.
 3. All volunteer service for period coverage thereafter - the rate set forth in Schedule II-A for long term period coverage.
 - c. Should the building principal elect to cover a class pursuant to this paragraph, qualifying volunteers shall be selected on a rotational basis with the records of such service open to all parties for review.
9. The Office of the Superintendent will furnish copies of teacher schedules to the Federation by the third Monday of September.
10. Every effort shall be made to assign secondary teachers to no more than two classrooms for teaching duties within a school and within existing facilities.
11. In Home and Career Skills curricula where food shopping is required, the teacher shall be assigned her duty period for this purpose. Every effort shall be made to schedule this duty period adjacent to the teacher's preparation or lunch period.
12. Those classroom teachers who are assigned a preparation period are expected to utilize this professional preparation time for preparation for instruction and greater classroom effectiveness. This time may be used for professional work such as: tutoring, preparation for student classes, teaching materials, conferences with district supervisory and/or administrative staff, guidance counselors, or parents. If such conferences are necessary, every effort shall be made to give at least one day's notice to the teacher involved. The decision as to the specific professional activity consistent with this paragraph and paragraph A11 I A, which shall be performed by individual teachers on any day shall be shared by the teacher and the building principal as per the schedule set forth in paragraph A 11 I A.
13. Special Education teachers of PHC students at the secondary level (7-12) and secondary level teachers (7-12) whose daily assignment is in PSEN funded programs

shall teach six periods without a duty assignment.

14. Commencing 1983-84, Secondary Special Education teachers, exclusive of PSEN teachers, shall receive one period per week for CSE time; such time shall be devoted to CSE connected activities.
15. Guidance counselors who volunteer, at the request and with the authorization of Administration, who work evening counseling sessions, shall receive additional compensation for the time actually worked at such evening sessions at the hourly rate calculated based upon their annual salary and guidance counselors' stipend.

C. Class size and Composition

1. Every effort shall be made:
 - a. To schedule and maintain class sizes as follows:

Kindergarten	25
General Level or Similar Achievement Level	20
Grade 1	29
Special Classes	15
All Other Classes	30
Physical Education	40
 - b. Not to assign children to any classroom in larger numbers than the capacity of the teaching facilities available in that classroom.
2. No special class for exceptional children shall exceed the maximum numbers prescribed by State regulation or recommendation.

D. Teacher Assistance

1. Teacher aides shall replace teachers in lunch-period supervision in all buildings.
2. The use of machinery in electronic computation of report cards, scheduling, and profiles shall be continued in the high school. The use of electronic computation of report cards and profiles shall be continued in the junior high schools.
3. Upon request, each beginning first-year teacher newly employed by the District shall receive the assistance of a volunteer, experienced teacher within the given certification and tenure area, who has been mutually approved by an Administration and Federation committee. The experienced teacher shall be relieved of his/her duty period.

E. Teacher Facilities

Each school shall have the following facilities:

1. Space in each classroom in which teachers may safely store personal belongings, instructional materials and supplies.

2. A teacher work area containing adequate equipment and supplies, including duplication equipment to aid in the preparation of instructional materials.
3. An appropriately furnished room to be used as a faculty lounge which shall include a pay telephone. This room shall be in addition to the aforementioned work area.
4. Teacher facilities shall be adequately maintained.

F. Teacher Remuneration

1. Teacher participation in administratively approved and extra-curricular activities such as clubs, theatricals, musicals, publications, and similar matters shall be compensated.
2. Teachers who participate as student supervisors, directors, or advisors in any activity, concert, dance, festival, competition, contest, rehearsal, districtwide event, sports night, dramatic presentation, revue, fashion show, etc., which occurs before or after regular school hours as stated in the Contract between the Federation and the Board shall be compensated by the Board at the chaperonage rate. Teachers may serve as chaperones at graduation ceremonies. Teachers who serve at graduation ceremonies shall be compensated at the current chaperone rate. No elementary teachers shall be paid for more than two hours of service and no high school teachers shall be paid for more than three hours of service.
3. Teachers who wish to participate on curriculum committees may apply for posted curriculum committee opportunities at the following rates:

- | | |
|-------------|--|
| 1 semester | (not more than 15 two-hour sessions) * |
| 2 semesters | (not more than 30 two-hour sessions) * |

*See Schedule II-A - Auxiliary Schedules, Curriculum Committee.

The notice describing the curriculum committee shall include a full description of the objectives to be accomplished. Payment shall be made only upon completion of a pre-determined assignment to which both parties have agreed. The administration shall determine the number and category of participants. Selection of participants for any curriculum committee shall be made by a committee consisting of three (3) administrators appointed by the Superintendent and three (3) teachers appointed by the Federation. Selection shall be based solely on the qualification and experience of the teachers applying in relationship to the requirements of the task.

4. The extra-curricular pay schedule is attached hereto and made a part of this Contract. (Schedule IIA - Auxiliary Schedules, Coach and Extra Curricular)
5. The home-tutoring pay schedule is attached hereto and made a part of this Contract. (Schedule IIA - Auxiliary Schedules, Home Tutoring)
6. All personnel covered by this Contract shall not be required to work outside the adopted school calendar. Personnel volunteering to work beyond the school calendar in June and September shall receive compensatory time.

7. Curriculum committee work not covered by paragraph 3 above shall be paid at the per diem summer school rate in effect for that school year. Summer curriculum work shall be conducted at the summer school rate effective 1 July of that school year and shall require the same number of hours. Fewer assigned hours shall be paid at a pro rated basis.
8. Psychologists employed prior to the school year 1974-75 shall continue to receive the dollar (\$) salary differential in effect in 1973-74. Newly-employed psychologists shall be paid according to the teachers' salary schedule.
9. Effective September 1, 1981, credits for educational advancement on the salary schedule shall consist of at least 60% graduate level credits from an accredited institution provided the courses are of a content related to the department, curriculum or course of study taught by the teacher, and are approved in advance by the Superintendent or his/her designee. The remaining credits may be accrued with in-service credits.

Courses for re-certification at an accredited university will be accepted by the Superintendent. Effective February 1, 1997, courses for administrative re-certification shall not be accepted by the Superintendent.

Courses accepted toward the elective requirement for a graduate degree in a related field by an accredited institution will be accepted by the District.

Credit for courses involving travel and study will be accepted provided the courses are of a content related to the department, curriculum, or course of study taught by the teacher to a limit of six credits. Effective February 1, 1997, no credit shall be awarded for courses involving travel and study.

Each year, the Superintendent of Schools will publish a list of graduate courses in keeping with the goals and objectives of the District which shall receive as an incentive a 1.5 weighting upon successful completion for application to increases for added preparation.

Effective February 1, 1997, no credit shall be awarded for video and/or correspondence courses.

10. The Board may offer, from time to time, inservice courses outside of school hours which will be compensated at the rate indicated on Schedule IIA - Auxiliary Schedules, In service. Such courses shall be voluntary and shall not earn salary schedule credit. Such courses, if offered, shall be in addition to those in service courses referred to in paragraph 9 above.

G. Substitutes

Priority lists of itinerant substitutes shall be developed centrally by levels (K-6, 7-12, with special areas designated) by the Administration and representatives of the Federation in September. These lists shall be revised in February.

H. Teaching Year

The school year for teachers shall be 181 days of instruction plus two Superintendent's conference days for a total of 183 days.

I. Sixth Grade Teachers / Middle School

The parties agree that to the extent the District maintains an organizational structure providing for a middle school grades 6, 7, and 8, the provisions of the memorandum of agreement executed on November 6, 2002 attached hereto as Exhibit A, shall remain in effect.

ARTICLE V - Transfers and Reassignments

The Board recognizes that frequent reassignment and/or transfer of teachers from one school to another is disruptive of the educational process and interferes with optimum teacher performance. Although the Federation also recognizes that some flexibility in regard to teacher transfers must remain with the Administration, a substantial degree of stability must be provided for all teachers. Therefore, it is agreed as follows:

A. Voluntary Transfers

1. Lists of teaching vacancies and/or new teaching positions created in the District shall be made available to all teachers. Length of service in the Farmingdale School District shall be made a major but not exclusive factor in filling such positions.
2. When transfer or reassignment of teachers in a school or grade is necessary, to the extent possible, all volunteers shall first be transferred and/or assigned.
3. In the event a teacher desires a transfer in grade, subject, or building, such teacher may request same by written application to the building principal(s) and the Superintendent of Schools. Major, but not exclusive, consideration shall be given to these requests over new employees.
4. Notice of position vacancies for consideration of volunteer transferees shall be sent in the summer (July 1 to opening day) to all such teachers who notify the Superintendent in writing of their desire for such notice prior to July 1.

B. Involuntary Transfers

1. Elementary Teacher Transfers - No elementary teacher shall be involuntarily transferred to another building unless a reduction in the total number of elementary teachers in his/her building is necessary. When a reduction in the number of teachers in the affected school is necessary, every effort shall be made to transfer volunteers before any involuntary transfers take place in accordance with the procedures outlined in Section B-3 of this Article.
2. Secondary Teacher Transfers - No secondary teacher shall be involuntarily transferred to another building, department or assignment unless a reduction in the total number of secondary teachers is necessary. When a reduction in the number of

teachers in the affected building or department is necessary, every effort shall be made to transfer volunteers before any involuntary transfers take place in accordance with the procedures outlined in Section B-3 of this Article.

3. Procedures

- a. When the Board determines that a reduction is necessary, but before the reduction takes place, the Federation and all teachers in the affected building and/or department shall be notified. A list of openings shall be posted before volunteers are requested. No involuntary transfers shall take place until every effort has been made to place volunteers. For vacancies posted after August 15 and before the first day of school, primary consideration shall be given to those volunteers who respond within five (5) school days of posting of the position. For all other periods, volunteers shall signify their interest within ten (10) days of posting of the position. Second requests for volunteers already transferred will be considered at the discretion of the Administration.
- b. If, after the volunteers have been transferred, further reduction is necessary, involuntary transfers shall be made from the affected building on the basis of length of service in the District. Those teachers with the least amount of service in the District (the junior teachers) shall be transferred first. Preference for placement shall be given to those junior teachers with the greatest seniority. Such seniority shall be a major but not exclusive factor in this placement.
- c. For the purpose of this Contract, the junior teacher shall mean the teacher who possesses the least number of days of consecutive employment as a regular substitute, probationary, or tenured teacher in the Farmingdale School District. Unpaid leaves of absence shall not constitute a break in consecutive employment, but seniority shall not accrue during such leaves. District seniority is initially established on the date that regular employment commences in the District. In the event that two or more teachers have equal seniority, the date of the Board appointment shall be the determining factor and shall be based on the order of action by the Board.

The rights of tenure shall not be abridged by this Article.

- d. An involuntary transfer or reassignment shall be made only after a meeting between the teacher involved, the Federation, and an Assistant Superintendent, or a designee, at which time the teacher will be notified of the reasons for the transfer.
 - e. Teachers who are to be involuntarily transferred shall be notified in writing as soon as practical and, under normal circumstances, not later than June 1.
- C. Any teacher who has been transferred in accordance with the provisions of this section shall, if he/she so desires, be placed on a preferential list for transfer back to his/her original building or department in the first available opening.
 - D. Any grievance arising under this Article may be initiated at Stage 3 of the Grievance Procedure.
 - E. The District shall publish complete seniority lists for each tenure area in October of each year. These lists shall be revised and adjustments posted in February of each year.

ARTICLE VI -- Promotions

All openings for promotional positions and for positions paying salary differentials shall be adequately publicized in every school and all qualified teachers shall be given adequate opportunity to make application for such positions.

- A. All openings for specialists and/or teachers for special projects shall be adequately publicized in every school as far in advance of the appointment as possible and ordinarily at least thirty (30) days in advance.
- B. Length of service in the Farmingdale U.F.S.D. shall be a major but not exclusive factor in filling such openings from lists of qualified applicants.

ARTICLE VII -- Special Projects

- A. All openings for specialists and/or teachers for special projects shall be adequately publicized in every school as far in advance of the appointment as possible and ordinarily at least thirty (30) days in advance.
- B. Length of service in the Farmingdale U.F.S.D. shall be a major but not exclusive factor in filling such openings from lists of qualified applicants.

ARTICLE VIII -- Summer School

- A. No position shall be filled by a teacher not employed by the Farmingdale U.F.S.D. school system if there is a qualified applicant to such position who is employed by said school system.
- B. A teacher who has filled a Summer School position and has performed satisfactorily shall be appointed to the same position in the following year if the position is needed.
- C. All openings for Summer School positions shall be sent to all teachers employed by the district as soon as possible, so all interested teachers may apply.
- D. When applicants for Summer School positions exceed the positions available, the best qualified applicant shall be selected. In making such selections, the administration shall consider the teacher's area of competence, major or minor field of study, teaching performance, record of attendance, years of service in the Farmingdale U.F.S.D., and frequency of prior applications for Summer School positions.
- E. Summer School teachers may be granted a leave of absence from Summer School after four (4) consecutive years of service or when in conjunction with a sabbatical leave for one (1) year upon written request by March 15 and approval of the Superintendent. Teachers on leave of absence from Summer School shall not forfeit thereby their right to a position in the Summer School for the year following such a leave. Teachers assigned to Summer School positions as replacements for teachers on leave shall be so informed at the time of their

assignment.

- F. Summer School teachers shall be entitled to an approved absence allowance of one (1) sick day per summer. These sick days shall be cumulative in succeeding summers, but no more than three (3) paid sick days shall be used in any one summer. A medical certificate may be required if more than two consecutive days are used in any one summer.
- G. All Summer School teachers employed during July and August shall be compensated for each day taught in accordance with Per Diem Summer Salary Schedules, Appendix II, Schedule II-B-1 (Summer, 2009) and Schedule II-B-2 (Summer, 2010).

ARTICLE IX -- Protection of Teachers

A. Assistance in Assault or Civil Cases

- 1. Principals and teachers shall be required to report promptly all cases of assault suffered by teachers and/or civil actions filed against them in connection with their employment to the Superintendent of Schools. The Superintendent of Schools shall acknowledge receipt of such report.
- 2. The School Board Attorney shall inform the teacher of his/her rights under the law and shall provide such information in a written document.
- 3. The School Board Attorney shall notify the teacher of his/her readiness to assist the teacher as follows:
 - a. By obtaining from the teacher, the principal and/or police, relevant information concerning the incident;
 - b. By accompanying the teacher in court appearances; and
 - c. By acting in other appropriate ways as liaison between the teacher, police and the courts.

B. Legal Counsel

The Board agrees to provide legal counsel to defend any teacher in any action arising out of an assault on a teacher or any reasonable disciplinary action taken against a student by a teacher.

C. Compensation for Lost Time

If an assault on a teacher results in loss of time, the teacher shall be paid in full and such paid absence shall not be deducted from any sick leave to which such teacher is entitled under this Contract. The teacher shall receive his/her regular salary less Social Security and/or Worker's Compensation benefits for the time necessary to recover from the injuries sustained in this assault as determined by the school physician in consultation with the teacher's physician.

D. Resignation of Probationary Teacher

In the event a probationary teacher has submitted a resignation, such resignation shall be held by the Superintendent of Schools a minimum of ten (10) school days unless otherwise requested by the teacher. During this period, the teacher may request a conference with the Superintendent or his designee.

E. Just Cause

No teacher shall be reprimanded without just cause. For the purpose of this Article, a reprimand shall be defined as “a severe or formal rebuke or censure.”

ARTICLE X -- On-the-Job Injuries

- A. The teacher shall receive regular salary less Workers’ Compensation and Social Security benefits so that the teacher will not suffer a loss of income for the number of days necessary to recover from the injuries sustained from on-the-job injuries to a maximum of one year. Subject to the one year maximum, the number of days shall be determined by the school physician in consultation with the teacher’s physician. To the extent authorized by the district physician and subject to the one year maximum, no days shall be deducted from the teacher’s accumulated sick leave for such injury. As to teachers identified in the confidential memorandum dated March 31, 2009, the provisions of Article X of the 2005-09 agreement shall continue to apply. However, the District maintains its right to proceed against these employees pursuant to Education Law Section 3020-a in its discretion.
- B.
 - 1. In order to be eligible for the benefits set forth at paragraph “A,” an employee must notify the Business Office in writing on forms prescribed by the district not more than 10 days after the incident/accident.
 - 2. Notwithstanding the provisions of Article XIV A-1, an employee who returns to work following an absence occasioned by a job-related injury and is thereafter absent again due to the originally claimed injury, may be required to submit a doctor’s note after the first day of such additional absence.
- C. 1. A person who has been absent from work for 180 or more school days over a period of 240 school days in connection with the same incident/accident and who is eligible to retire must elect one of the following options:
 - a. Return to work.
 - b. Utilize accumulated sick leave allowance as available and thereafter receive as sole compensation Workers’ Compensation benefits as those benefits are defined by law.
 - c. Receive Workers’ Compensation benefits as that term is defined by law as sole compensation without loss of sick leave entitlement.
 - d. Retire

2. An employee who elects to apply for social security disability and who makes such application prior to the 120th day of absence in connection with the same incident/accident shall toll the time requirement set forth at Paragraph 1 until such time as social security renders a determination on said application. In order to toll the time period as referred to above, the employee must diligently pursue the application and promptly comply with all requests of the social security administration.

ARTICLE XI -- Health-Life Insurance

- A.
 1. The Board of Education agrees to remain a participating employer in all the options of the State Employees' Health Insurance Plan/HIP/HMO or other alternative as agreed to by the parties.
 2. For the duration of this contract, the district shall pay 80% of the cost of the premium of Statewide for individual and family coverage.
 3. Effective February 1, 1997 and thereafter, teachers employed by the District for less than a one-half time basis shall not be eligible for health insurance pursuant to this paragraph.

- B. A \$6,500 Group Term Life Insurance Plan fully paid by the Board shall be provided to each teacher.

An option to purchase up to \$30,000 additional term life insurance shall be made available to the teacher at his/her expense.

The dividends on the portion of the insurance purchased by the teachers will be applied to reduce the rate of the contributory premium. The Board of Education shall involve the Federation in the selection of an insurance source.

- C. The board shall allocate a dollar amount in September of each year of the Contract to the Federation Benefit Fund for each full-time member of the bargaining unit in accordance with Schedule II-A - Auxiliary Schedules, Benefit Fund. Contributions with regard to part-time members of the bargaining unit shall be as follows:

- a) ½ time (50%) or greater, full contribution
- b) less than ½ time (49%), no contribution

- D. The Farmingdale Federation of Teachers and the Farmingdale Union Free School District agree to formulate and implement a program commonly known as a Flexible Benefit Plan effective October 1, 1992. During the period October 1, 1992 through December 31, 1992, this plan shall be limited so as to include the employee's contribution to the District's health insurance coverage only. Effective January 1, 1993 and thereafter, the plan may be expanded to the extent to which the parties agree, provided, however, that the District's costs in connection with the implementation of said plan shall be limited to no more than \$10,000 per calendar year. Any savings realized by the District in connection with the implementation of this plan shall remain District property and shall not be used to offset the \$10,000.00 cost referred to herein.

ARTICLE XII - Damage to Property of Professional Employees on School Premises*

The Board of Education will reimburse any member of the professional staff for damage to personal property when such damage occurs on premises of the school district subject to the following conditions:

- A. Reimbursement will be limited to the amount by which the damage exceeds insurance coverage maintained by the employee when the damaged property is covered by an insurance company. In no event shall said reimbursement exceed \$500.00 per loss for damage other than automobile, or \$1,000.00 for damage to automobile.
- B. Any damage for which a claim will be filed against the Board of Education must be reported to the building principal of the building on the premises whereof the damage was sustained, within 24 hours of the occurrence, exclusive of Saturdays, Sundays, and holidays.
- C. Proof of damage and determination of the amount of damage will be in accordance with standard insurance practices for settlement of such claim notwithstanding that no insurance may be in effect on the damaged property. Such payment shall be consistent with the laws of the State of New York.
- D. It is understood by the Board of Education and the employee involved that this action is intended only to cover damage inflicted by a third party and damage resulting from the negligence of the employee is excluded.
- E. In the event of some damage occurring, the teacher may be required to notify the police department if so requested by the building principal.

*It is understood that this clause must be adjudicated to determine its legality.

ARTICLE XIII - Termination-Retirement Benefits

- A. Members of the professional staff who have served in the school system five (5) years or more shall receive an additional \$1,000 in salary upon retirement. Teachers whose retirements are effective during the summer months and submit notice to the District by the February 1 which precedes the effective date of their retirement shall receive an additional stipend of \$500 above the said \$1,000. In the event that a member of the staff who is eligible to receive either the \$1,000 or the \$1,500 retirement bonus dies prior to receiving such payment without leaving a will and without leaving heirs, the District shall not be required to make such payment.
- B. Upon termination due to excessing or retirement from active employment, each member of the bargaining unit, or his/her estate if termination is caused by death, shall receive payment for each unused sick or personal day of leave according to the following schedule up to a maximum of \$3,500.

Day # 1 --	Day # 20	@	\$17.50 per day.
Day #21 --	Day #140	@	\$26.25 per day

Any excessed teacher who returns to employment in this District must repay the monies collected through payment of accumulated sick leave days. Upon repayment, the teacher will be credited with the number of sick leave days in accrual at the time of excessing. Upon receipt of the funds, the teacher must sign a statement to effect the above.

- C. Teachers retiring from service shall have their hospitalization insurance paid for by the District. To be eligible for fully paid health insurance upon retirement, a teacher must have served at least fifteen (15) consecutive years with the District immediately preceding actual retirement from the New York State Teachers' Retirement System. For teachers on the preferred eligible list or leave of absence at the time of retirement as a result of action by the Board of Education, fifteen (15) years of consecutive service must have been served immediately preceding the placement upon the said eligible list or leave of absence. Time spent upon the preferred eligible list or on leave of absence shall not be considered an interruption of consecutive service for the purposes of this paragraph nor shall said time count toward the completion of fifteen (15) consecutive years of service as required by this paragraph. Notwithstanding the above, as to all teachers hired effective October 3, 1996 and thereafter, health insurance in retirement pursuant to this paragraph shall be paid 80% by the District and 20% by the teacher. In addition, health insurance in retirement for teachers hired effective on or after October 3, 1996, shall be paid pursuant to this paragraph only to teachers employed for 20 years of consecutive service as that term is defined by this paragraph.
- D. Teachers retiring from service shall have the option of continuing their contractual life insurance to age 65 to be paid for by the individual.
- E. Teachers who have served a minimum of 10 years in Farmingdale and 20 years in the New York State Teachers' Retirement System are eligible for the following benefit:

The higher amount of A and B above, or the square of the number of accumulated sick days that an individual teacher has in his/her sick bank as of June 30 of the year of retirement up to 150 days plus \$150 per day from day 151 to 217.

Notification of intent to retire must be by February 1st of the year of retirement.

To receive this retirement benefit:

- a. Those teachers who are first eligible to retire from the New York State Teachers' Retirement System without penalty on or before June 30, 2002 must retire effective June 30, 2002.
- b. Those teachers who are first eligible to retire from the New York State Teachers' Retirement System without penalty after July 1, 2002 must retire effective the June 30th of the first year that they are so eligible to retire.
- c. Those teachers who become first eligible between July 1st and December 31st inclusive, may retire the end of the previous school year.

- F. For retirements effective July 1, 2002 and thereafter, the District shall make the payments referred to in the Article at subdivisions A, B, and E as a non-elective employer contribution to a 403 (b) program that confirms that it can accept the contribution in accordance with applicable Internal Revenue Code rules and regulations. Such payment shall be made to the said 403 (b) program no later than 30 days after the member's effective date of separation from the District. In the event that the payment referred to in this Article exceeds the permissible contribution limit as defined by the Internal Revenue Service, the District agrees that any excess over the said limit shall be paid as otherwise provided in this Article or earnings on the W-2 form shall be adjusted by the unallowable value as exempt from taxation prior to December 31st. This provision is mandatory to the extent that it shall apply to all such payments for retirees mentioned above. Such retirees may not opt out of the requirement that such payments be contributed to a 403 (b) program.
- G. As to Tier I members of the New York State Teachers' Retirement System with a membership date in said system prior to June 17, 1971, the District will report the benefit set forth in this paragraph as non-regular compensation for the purpose of calculating the member's final average salary. However, nothing set forth in this agreement shall constitute a representation by the District or the FFT to the effect that the New York State Teachers' Retirement System shall deem any of the aforesaid contributions as eligible to be included in the calculation of final average salary for retirement purposes. FFT and the employees participating in the non-elected deferral agrees to indemnify and hold harmless the District, its employees, agents and assigns from liability for any and all claims including but not limited to reasonable attorneys' fees in connection with a determination by the New York State Teachers' Retirement System that the aforesaid contribution is not eligible for inclusion in the calculation of final average salary.
- H. The District further makes no representation that the contributions referred to herein are in accordance with Federal or State law or the rules and regulations of the Internal Revenue Service. FFT agrees to indemnify and hold harmless the District for liability for any and all claims including but not limited to reasonable attorneys' fees arising out of an allegation that the contributions referred to herein are not in accordance with the aforesaid State and/or Federal laws or rules and regulations of the Internal Revenue Service. As a condition precedent to any contribution of the funds referred to in this Article, the program designated, and the employee, must submit an executed hold harmless agreement indemnifying the District and the FFT against liability for any and all claims as referred to in this amendment.

The program/company for the 403 (b) contributions shall be designated by mutual agreement between the District and the FFT in advance. Only one such program/company shall be used for all eligible retirees.

ARTICLE XIV - Leave Allowance

Except as hereinafter noted, all regularly employed teachers shall be entitled to approved absences of fourteen (14) working days per year with unlimited cumulative allowance for the duration of the teacher's employment without loss of salary. The fourteen (14) working days referred to herein shall include eleven (11) days for illness and three (3) days for personal business as defined in Section A below.

Substitute's pay will be deducted for approved absence beyond the accumulated entitlement to a limit of twelve (12) such days per year.

Per diem rate of pay at the rate of 1/200 of annual salary for 10-month personnel or 1/220 annual salary for 11-month personnel will be deducted for absences not approved.

A. Approved Absences -- Deductible from Cumulative Allowance

1. Personal Illness - Temporary -- Teachers absent for more than five (5) consecutive working days because of personal illness must submit a doctor's certificate explaining the nature of the illness upon return to duty.
2. Family Illness
 - a. Quarantine: Teachers absent by reason of quarantine imposed by doctor's order due to illness caused by a contagious disease of a resident member of the household will submit a doctor's certificate explaining the order. Absence will be approved for the duration of the quarantine.
 - b. Serious Illness in Immediate Family or of "Substitute Parent:"

Serious illness applies to immediate family and "substitute parent" and shall be construed to mean any illness which the family physician considers to be of such a nature as to require the employee's attendance. The teacher shall submit a written statement explaining such absence substantiated by a physician's statement in those cases extending beyond three (3) consecutive school days.

Immediate family includes spouse and children, employee's mother, father, sister, brother.

"Substitute parent" is defined as a relative with whom the teacher has lived for a minimum of twelve (12) consecutive months.

For such serious illness, a maximum of five (5) days' absence per year cumulative to forty (40) days will be approved.
 - c. A maximum of five consecutive days may be taken by a spouse or domestic partner, commencing within a week of the birth or adoption of a child. Such days will be deducted from the member's accumulated sick days, and will be limited to days in that member's accumulation (to a maximum of five). Birth/Adoption of Child days will not count toward the lifetime maximum allotment of family illness days referred to in Article XIV A 2 b.
3. Personal Leave - A maximum absence of three (3) working days per year will be approved for personal reasons. Request for such absence will be submitted in writing in advance to the building principal, except in cases of emergency when advance notice cannot be given. The category must be stated by the teacher taking such days. Valid reasons for making such requests are listed below.

- a. Legal Matters: House closing, income tax hearings, adoption proceedings, court appearances for traffic violations, probating wills, obtaining licenses.
- b. Funerals: Attendance at funeral service of a person the nature of whose prior relationship to the teacher warrants such attendance.
- c. Ceremonies: Graduation of teacher, spouse, or child; day of wedding ceremony; participation in religious ceremonies such as baptism, confirmation, circumcision of child; honors and awards ceremonies involving the teacher of immediate family.
- d. Education: Required educational examinations; attending educational meetings not covered by professional trip regulations; required parental visits by parents to colleges; professional advancement.
- e. Religious Observances: The employee may use personal days for religious holiday observances of his/her particular faith not covered in the regular school calendar.
- f. Travel Time: Round-trip travel time for any of the above.

A teacher desiring personal leave for a reason not listed may apply for such leave stating the specific reason for review by the principal and the Office of the Superintendent.

B. Approved Absences - Non-Deductible from Cumulative Allowance and Without Loss of Salary

1. Death in Immediate Family or "Substitute Parent"

Five (5) working days of absence will be approved for each death in the immediate family or of "substitute parent" as defined in Section A, Paragraph 2-b of this Article. An additional five (5) days deductible from sick leave may be used in each such case.

2. Death of Relatives

A maximum of three (3) working days of absence will be approved for each death of a relative. Under this sub-division a relative is defined as a grandparent, mother-in-law, or father-in-law of teacher.

3. Court and/or Governmental Agency Appearance

The number of days necessary will be approved if one of the following conditions exists:

- a. The school district is involved and the teacher is a party or witness to the action.
- b. The teacher is to appear as a witness before a Federal, State or County Grand Jury.

- c. The teacher is required to appear before any Federal, State, County, Town, or Village Agency and is not the defendant in a criminal action.

NOTE: Subpoenas must be presented to the Building Principal.

4. Jury Duty - Notice of jury duty must be submitted to the building principal within two working days of notice. The teacher shall reimburse the district in an amount equal to the jury fee received.
5. Professional Meetings and Visitations Within or Outside the District - An appropriate form requesting approval must be secured from the building principal. Approval to attend such meetings must be at the discretion of the Superintendent. A written report of the meeting may be required by the Superintendent within ten (10) days of the employee's return to duty.
6. Holidays - Holidays and vacation periods established in the school calendar (from the first day of school to the last day of school) constitute approved absence from school.
7. Annual Leave - No services are required of 10-month professional personnel during the months of July and August.
8. Organizational Conference Days - A total of twenty (20) days per year shall be set aside for use by the Federation. No individuals may use more than three days per year.

C. Leaves of Absence

1. Except to the extent a teacher is on FMLA leave, all leaves authorized by this paragraph shall be granted only until the end of a semester or school year and a teacher shall be permitted to return only at the beginning of a semester or school year. All requests for extensions of leaves pursuant to this paragraph shall be submitted to the Superintendent, in writing, on or before the June 1st or January 1st prior to the scheduled expiration of such leave.
2. Maternity/Paternity Leave - Upon request teachers will be granted leaves of absence without pay not to exceed two (2) years except to the extent necessary to reach the next semester for return pursuant to subparagraph 1 above, and shall be reinstated in the same or comparable position upon return.
3. Leave for Personal Health, Education, and Family Hardship - Members of the professional staff who are on tenure are eligible to take leaves without pay not in excess of one (1) year in length except to the extent necessary to reach the next semester for return pursuant to subparagraph 1 above for rest, restoration of health, full time study as defined by the enrolling institution, or the alleviation of hardship involving themselves or their immediate family.
4. Teacher Leave for National and International Program - Upon recommendation of the Superintendent of Schools, leave for teachers' positions under either national or international programs may be granted by the Board to teachers who have

successfully completed their required three-year probationary period in the School District and who have completed at least two (2) additional years of satisfactory service.

The teacher shall receive credit for such experience on the Farmingdale U.F.S.D. salary schedule.

5. Leave for Service in the Local, State, or National Organization of the Union - Teachers may be granted unpaid leaves of absence for a maximum of two (2) years for service in the local, state, or national organizations directly related to the teaching profession. Service is defined as full-time work in an official position with the local, state, or national organization.
6. In connection with unpaid leaves of absence referred to in "5" above, the leave may be discontinued by the District at any time the teacher discontinues service in the local, state, or national organization.
7. Teachers on leave of absence without pay shall be permitted to perform per diem teaching service.
8. Sabbatical Leave - Upon recommendation of the Superintendent, extended leave of absence, "Sabbatical Leave," may be granted by the Board to teachers who have completed at least seven (7) or more years of satisfactory service to the Farmingdale U.F.S.D. on the following conditions:

CATEGORY A

Seven (7) years or more of service - Purposes for which granted: study, travel, rest, health. Compensation: 50% of regular annual salary.

CATEGORY B

Twelve (12) or more years of service - Purposes for which granted - Planned Study. Compensation - 85% of regular annual salary.

- a. Two (2) per cent of the teachers shall be eligible to be absent on sabbatical leave at the same time.
- b. Category "B" leaves will be given preference over Category "A" leaves. Preference will be given to applications for Sabbatical Leave on the basis of seniority of service and/or outstanding contribution to the school system.
- c. An applicant who has been granted a prior sabbatical leave by the Farmingdale U.F.S.D., Farmingdale, shall be placed at the bottom of the eligibility list.
- d. Sabbatical Leave will be granted for one (1) school year.

- e. Sabbatical Leave, once granted, may not be terminated before the date of expiration.
- f. The study, travel, rest, or health reasons for which the Sabbatical Leave is granted should be such as could reasonably be expected to enhance the value of the services which the teacher would thereafter render to the District and such leave will not be granted for the purposes of engaging in gainful occupation or studying for another trade or profession.
- g. Planned Study - During the months of the sabbatical leave, September - June, the teacher on leave must satisfactorily complete during this period at least eighteen (18) semester hours or twenty-four (24) quarter hours of graduate study at an accredited university or college in a field of study related to his/her employment. Planned study shall also mean the completion of a thesis for a doctoral degree as certified by the university in September and February during the Sabbatical Leave year.
- h. Applications for Sabbatical Leave shall be made in writing to the Superintendent of Schools and shall state fully the purpose or purposes for which the leave is requested. Applications for such leave must be filed on or before February 1 of the preceding school year.
- i. It shall be a condition to the granting of Sabbatical Leave that a teacher granted the same shall not voluntarily leave the school system for a period of two (2) years following expiration of such leave.
- j. Teachers who have been granted a Sabbatical Leave will be reinstated in their previous positions or in comparable positions upon their return.
- k. Teachers will receive credit on the Farmingdale U.F.S.D. salary schedule for the year served on Sabbatical Leave.
- l. Sick leave allowance is not accumulated during Sabbatical Leave.
- m. The following shall be completed prior to the Sabbatical Leave:

The Farmingdale School Board has adopted rules and regulations concerning sabbatical leave for teachers who meet the requirements. Such leave assumes the return of the teacher to his/her duties in the school district. By his/her acceptance, the teacher assures his/her willingness to resume teaching for two (2) years at the completion of his/her sabbatical leave. In consideration of this agreement and of the continuing salary to be paid during the sabbatical leave, it is agreed:

- 1. The teacher shall return to his/her duties in the Farmingdale Public Schools for two (2) years.
- 2. In the event the teacher does not return for the two (2) years following the termination of the sabbatical, teacher promises to repay the Farmingdale U.F.S.D. the sum equal to the pay received during the sabbatical in a lump sum/or in twelve (12) equal

monthly payments on the first of each month following termination of employment.

3. The amount will be prorated in the event the teacher returns for a period of time.
4. Exclusion would be serious illness certified by a physician and no monies need be returned.
5. Teachers who have been granted a Sabbatical Leave will be reinstated in their previous positions or in comparable positions upon their return.

IN WITNESS WHEREOF this signature is hereunto set.

.....
Teacher's Signature

.....
Superintendent's Signature

.....
Date

- D. Extended Sick Leave Allowance - If a teacher's illness is to be of an extended duration, a doctor's certificate stating the possible duration of said illness must be submitted as soon as possible. Teachers whose cumulative allowance is exhausted by reason of personal illness shall go on extended leave allowance at the expiration of cumulative leave allowance as follows:

More than 3 but less than 10 years of service in the Farmingdale U.F.S.D.:

1st quarter.....	full payment
2nd quarter	3/4 payment
3rd quarter	1/2 payment
4th quarter	1/4 payment
5th quarter	1/4 payment

10 to 14 years of service in the Farmingdale U.F.S.D.:

1st quarter.....	full payment
2nd quarter	full payment
3rd quarter	3/4 payment
4th quarter	1/2 payment
5th quarter	1/2 payment

15 to 19 years of service in the Farmingdale U.F.S.D.:

1st quarter.....	full payment
2nd quarter	full payment
3rd quarter	full payment
4th quarter	3/4 payment
5th quarter	3/4 payment

20 years and over of service in the Farmingdale U.F.S.D.:

1st quarter.....	full payment
2nd quarter	full payment
3rd quarter	full payment
4th quarter	full payment
5th quarter	3/4 payment

1. An extended illness is defined as an illness of at least thirty (30) consecutive calendar days.
2. An extended illness must be verified in a written statement by a teacher's attending physician. Periodic verification of continuance of illness may be requested by the Superintendent from the teacher's attending physician.
3. Payment under these provisions will be less any amount received by the employee from Workers' Compensation, Social Security for the employee only, or any insurance provided by and paid for in full by the Board.
4. An individual who has been on extended sick leave who suffers a relapse or a recurrence of the same illness, or a new illness which requires use of extended leave, will assume extended leave allowance at the point and rate reached when he/she returned to duty prior to such relapse, recurrence, or new illness. No individual shall be entitled to more than a total of five (5) quarters of extended leave allowance. A quarter is hereby defined as forty-five (45) working days.
5. The above schedule of payments is exclusive of July and August for ten-month employees.
6. Sick leave allowance for the first quarter shall be at full pay unless:
 - a. For the school years 1980-81 and 1981-82, an individual has not accumulated twenty-two (22) or more sick days by June 30, 1980.

In the circumstances described in "a" above, the individual may receive no less than three quarters (3/4) pay for the first quarter.

The provisions of this sub-paragraph shall not apply to individuals who have exhausted their accumulated sick leave by reason of extended sick leave during the 1977-78 school year or for individuals who are on extended sick leave as of November 2, 1978.

7. Effective September 1, 1978, the District and the Federation shall establish an Extended Sick Leave Bank for the purpose of providing Extended Sick Leave for members of the bargaining unit. This bank will consist of one day removed from the accumulated allowance of each member of the bargaining unit in that school year. If the Extended Sick Leave Bank is exhausted during any school year, the District will supply whatever additional time is necessary for extended sick leave under the conditions and schedule described in this Article.

If the Extended Sick Leave Bank is exhausted on June 30 of any school year, a new Bank shall be established on September 1, the reduction shall not be made until such time in the school year when one-half or one full day can be charged to each member of the bargaining unit to bring the total up to the number required.

8. Individuals returning from Extended Sick Leave will be credited with a minimum of three (3) days or one (1) day for each remaining full month of the school year, if that is greater. These days shall be non-accumulative.

ARTICLE XV -- Teacher Files

- A. Upon request by the teacher, he/she shall be permitted to examine his/her Farmingdale U.F.S.D. Official Professional File maintained in the principal's office. Such file shall contain only ratings, observations, evaluations and written remarks concerning the teacher's service in the Farmingdale U.F.S.D.
- B. No materials pertaining to a teacher's conduct, service, character or personality shall be placed in the file unless the teacher has had an opportunity to read the material. The teacher shall acknowledge that he/she has read such material by affixing his/her signature on the actual copy to be filed with the understanding that such signature merely signifies that he/she read the material to be filed and does not necessarily indicate agreement with its content.
- C. The teacher shall have the right to answer any material filed and his/her answer shall be attached to the file copy.
- D.
 1. If a teacher is requested to appear before an administrator and such appearance may result in a written statement or document being placed in the teacher's file, the teacher will be notified of the request for appearance in writing and may avail himself/herself of a representative of his/her own choice and all applicable provisions of this Contract.
 2. A request for a teacher to appear before an administrator for any purpose which would not result in a written statement or document being placed in the teacher's personnel file shall not be subject to the requirements set forth in (1) above.
 3. If an appearance made in accordance with (2) above should result in a disagreement or dispute the resolution of which would be made part of the teacher's personnel file, the teacher may elect to request a formal notice of appearance as required in (1) above.

4. No record, statement, or any other matter arising from a meeting between a teacher and administrators shall be placed in a teacher's file unless the provisions of this section have been complied with.
- E. A teacher shall be permitted to examine the file of another teacher only when given permission in writing by the teacher whose file is to be examined.

ARTICLE XVI -- Federation Business

- A. Bulletin Boards -- Space on at least one bulletin board shall be reserved at an accessible place in each school for the exclusive use of the Federation for the purpose of posting materials dealing with proper and legitimate Federation business.
- B. School Mail Boxes -- The Federation shall have free and unhindered use of teacher school mailboxes for the purpose of distributing its material.
- C. Meetings -- The bargaining agent shall have the right to speak before members of its unit at the end of every building faculty meeting.
- D. President of Federation -- The President shall not have duties or homeroom assignment. An extension telephone will be installed in the building of the President for his/her use in making inter-school calls concerning Federation matters. The cost of installation and maintenance of the extension will be borne by the Federation.
- E. Federation Officers -- The President of the Federation shall be assigned to no more than four (4) teaching periods per day. For the 1978-79 school year only, the President of the Federation shall be assigned no more than fifteen (15) teaching periods per week. Commencing with the 1979-80 school year, reimbursement for the one released teaching period shall be made to the District by the Federation at the rate of 12.5% of the President's salary for the school year. Reimbursement shall be made on or before June 30. It is understood that the only released time to which the President of the Federation shall be entitled shall be as is set forth in this paragraph, Article XVI, paragraph D and Article XIV, paragraph B-8 of this Contract. Districtwide officers and one representative from each building will be assigned no duty period.

ARTICLE XVII -- Management Rights

It is expressly agreed that all rights which are vested in the Board shall continue to be vested exclusively in and be exercised exclusively by the Board except as modified by this agreement and subject to Article II, B-1, the Taylor Law and other relevant statutes.

ARTICLE XVIII -- Payroll Deduction

- A. The Board agrees to deduct from the salaries of employees dues for Farmingdale Federation of Teachers, Inc., Local 1889, NYSUT, AFT, AFL-CIO as said teachers individually and voluntarily authorize the Board to deduct, and to transmit the monies promptly to the Federation. Teachers' authorization shall be in writing and in the form set forth below:

Farmingdale Federation of Teachers, Inc.
Local 1889, NYSUT, AFT, AFL-CIO
Dues Authorization Card

Name
Address
School Building
School Year

I hereby request and authorize the Board of Education of the Farmingdale U.F.S.D. to deduct from my earnings and transmit to the Farmingdale Federation of Teachers, Inc., Local 1889, NYSUT, AFT, AFL-CIO the amount of the membership dues as certified by this Federation. I understand that the Board will discontinue such deductions for any school year if I notify the Board in writing to do so by September 15th of that year. I hereby waive all rights and claims for said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all of its officers from any liability therefor.

Teacher's Signature _____

Not later than November 1 of that school year, the Board shall provide the Federation with a list of those employees who have voluntarily authorized the Board to deduct dues for the Farmingdale Federation of Teachers, Inc., Local 1889, NYSUT, AFT, AFL-CIO.

- B. Teachers shall be entitled to payroll deduction for the Nassau Educators Federal Credit Union.
- C. The District shall continue its policy of permitting members of the bargaining unit to deduct for United States Savings Bonds.
- A. The District shall permit members of the bargaining unit to deduct for Tax Sheltered Annuities with no limit on carriers but no more than two (2) agents of record.
- B. The District shall permit members of the bargaining unit to request and authorize, on a form required and provided by the District, payroll deductions for the NYSUT Benefit Trust and Group Benefits Plans as delineated on the attached summaries entitled "ABCs of PRD" and "The Payroll Advantage" except that deductions must coincide with the pay periods utilized by the District for the teacher bargaining unit. Furthermore, if any portion or portions of this collective bargaining agreement are contradicted by the attached summaries, then the provisions of this collective bargaining agreement shall control. The District shall have all the rights to documentation/information (etc.) delineated on the attached summaries, as well as any other rights pursuant to law. The Federation hereby agrees to indemnify, hold harmless and defend the District, its employees, Board members, officers, agents and/or any other person or entity acting on behalf of the District, from any claims of any kind and nature including but not limited to those claims involving the District's acts and/or omissions, in any jurisdiction or forum, associated with the aforesaid payroll deduction and the expenditure, assignment and/or disposition of the funds deducted. Furthermore, the Federation shall ensure that the documentation/information referred to above shall be provided to the District in a timely fashion.

ARTICLE XIX -- Salary and Benefit Fund

- A. The 2008-2009 Regular Teachers' Salary Schedule I shall be improved as follows:

Year 1 – 3.50% plus increment

Year 2 – 3.50% plus increment

Salary Schedules for the 2009/10 and 2010/11 school years are attached. (See Schedule I-A and I-B).

- B. The attached schedules, Appendix I, Schedules I-A and Teachers' Salary Schedules, Appendix II-A, Schedule II-A, Auxiliary Salary Schedules -- Summary, (Coaching and Extra Curricular, Curriculum Related Services, Home Tutoring, Substitute Teachers, Inservice, Period Coverage, Stipends: Dean, Lead-Regular, Lead-Science, Guidance & Attendance; Student Supervision, Curriculum Committee, and Benefit Fund), and Appendix II-B, Per Diem Summer Salary Schedules, Schedule II-B-1, Schedule II-B-2, and Appendix IIC, Summer Curriculum Writing Schedules II-C-1 and II-C-2, are hereby made part of this Contract and shall remain in effect from July 1, 2009. The Auxiliary Salary Schedule II shall be improved by the same percentages set forth at paragraph (A) above. The auxiliary salary schedules for each of the four years of this agreement are attached hereto.

Curriculum Committees and Summer Curriculum Writing -- Notwithstanding the provisions of the above, the salaries for service upon District curriculum committees and summer curriculum writing shall be improved as follows:

Year 1 -- 3.50%

Year 2 -- 3.50%

FFT Benefit Fund -- The District's contribution to the FFT Benefit Fund shall be improved as follows:

Year 1 -- 1.75%

Year 2 -- 1.75%

- C. 1. Effective July 1, 1988, eligible teachers shall be entitled to move to lanes BA+10 and BA+30.
2. The lane labeled DOCT shall be amended so as to read DOCT/MA+75.
3. Movement from M+60 to the lane referred in subparagraph C-2 above shall only be as a result of credits earned after July 1, 1988.
4. Effective July 1, 1992, the following lanes of the regular teachers' Salary Schedule I and the Summer School schedule shall be deleted:

BA+10, BA+20, BA+60/MA+10, MA+20, MA+40, MA+50

Notwithstanding the above, any teacher on a deleted lane as of June 30, 1992 shall continue to receive the salary set forth in that lane as if it had not been deleted.

Effective July 1, 1992, the following lanes shall be added to said Schedule:

BA+15, MA+15, MA+45

- D. Increase may be withheld above Step 4 by the Board of Education based upon the recommendation of the Superintendent of Schools that the teacher's service has been less than satisfactory for the previous year. A teacher shall be provided with the first written notice of the Superintendent's intention to withhold his/her increase not later than February 15th. Thereafter, he/she shall be provided with a written plan for the improvement of his/her performance. Final written notice of intention to withhold increase shall be given to the teacher no later than June 1st.

ARTICLE XX -- Unused Money

If for any reason, the new monies provided for in this current Contract -- July 1, 1976 -- June 30, 1978, are not expended in the manner intended, those monies shall be utilized for the benefit of the bargaining unit in a manner determined by negotiations between the parties.

ARTICLE XXI -- Mutuality of Obligation

It is understood and agreed that the Board and the Federation will make every good-faith effort to carry out the spirit as well as the letter of this Contract, subject to law. Both parties further agree to take no action that will demean this process or be contrary to the laws of the State of New York pertaining to strikes or work stoppages by public employees during the duration of this Contract.

The Board hereby amends its by-laws, policies, rules and regulations of the Farmingdale U.F.S.D. to the extent necessary to give effect to the provisions of this Contract.

ARTICLE XXII -- Continuity

Any portion of this Contract not specifically designated for negotiation by either party shall be incorporated into the Contract which supersedes the current document.

ARTICLE XXIII -- Memoranda of Understanding

Articles IV-B-9; IV-H; and XVI-E are the subject of a clarifying Memorandum of Understanding dated November 17, 1978, which survives the execution of this Contract and is in effect for the duration of the Contract.

Article X, Paragraph "C" of the 1985-88 Agreement is the subject of a clarifying Memorandum of Understanding dated March 20, 1985.

The agreement dated November 17, 1978, between the Farmingdale Federation of Teachers and the Farmingdale Union Free School District relating to Article IV-H is hereby amended as follows: The parties agree that should the minimum number of days required by State law or Commissioner's Regulation exceed 182, there shall be no additional compensation to the staff for the first such additional day unless required by said law or regulation. Payment of additional compensation for any other such additional days shall be subject to negotiations between the parties.

Excellence in Teaching (EIT): A separate Memorandum exists dated June 19, 1992, in which the terms and conditions of the distribution of any EIT funds available during the 1992-93, 1993-94, and 1994-95 years were agreed upon.

Side Agreements – All “side” agreements or memoranda of agreement purporting to modify the provisions of the contract not previously specifically incorporated into the contract are hereby deemed null and void.

ARTICLE XXIV -- Excessed Teachers

The Board of Education, in recognition of the problems of excessed teachers, agrees to provide a policy directing the establishment of a program for excessed teachers aimed at assisting the excessed teacher. This program shall include, but not be limited to, the following:

1. Provision of an exit interview (which shall include a review of certification and interests of the teacher).
2. Specific notification of all positions which become available later in the area in which the teacher is certified.
3. Provision of an employment interview for such position, if requested by the teacher, by both building and central office administration.

ARTICLE XXV -- 3020a Procedures

A teacher against whom charges have been filed pursuant to Section 3020a of the Education Law shall receive the regular full pay to which he would otherwise be entitled pursuant to Article XIX for a period of four calendar months commencing from the date he is served with such charges. During the fifth and sixth calendar months such pay may be reduced by one-half. Thereafter such suspension may be without pay.

If the teacher is not terminated as a result of the charges filed against him, whether by recommendation of the hearing panel or as the result of an appeal as provided in Section 3020a, Paragraph 5, he shall be repaid any salary withheld pursuant to Paragraph 1 above, less any earnings had during this period from his/her employment status with the District or any new employment assumed during the period of suspension.

It is incumbent upon the District to commence its case within thirty (30) days of service of the charges upon the teacher or as soon thereafter as the panel is convened and ready to start hearings.

In the event the panel is prepared to commence the hearing within such thirty (30) days and the proceedings are not commenced because of the District's failure to start its case, then the resulting days of delay beyond the thirty (30) days from the teacher's receipt of the charge shall automatically enlarge, day-for-day, the period of time during which the teacher shall receive full pay.

The District shall indicate the number of days needed to complete its case, and they shall be scheduled consecutively to conclusion, subject to the availability of the impartial and the teacher designated panelists.

The teacher's case shall also be put on in consecutive days subject to the availability of the impartial and the teacher designated panelists.

ARTICLE XXVI -- Professional Development Fund

During each year of the contract, the Board of Education shall budget a sum of money equal to .001 of the salary base for that year to be used for professional visitation and inservice salaries.

ARTICLE XXVII -- Duration

The provisions of this Contract shall be effective as of the date July 1, 2009, and shall remain in full force and effect until June 30, 2011.


IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this 2 day of September, 2009.

Board of Education
Farmingdale Union Free School District
Towns of Oyster Bay and Babylon
Counties of Nassau and Suffolk
State of New York



Authorized Board Representative

Farmingdale Federation of Teachers, Inc.
Local 1889, NYSUT, AFT, AFL-CIO



President

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SCHEDULE I

1. Salary adjustments for graduate study must be made from accredited institutions and/or acceptable by the State Education Department. Inservice courses must be approved.

SCHEDULE II

Schedule IIA - Auxiliary Schedules - Summary

Schedule IIB (1-2-3) - Per Diem Summer School Salary Schedules

Schedule IIC (1-2-3) - Summer Curriculum Writing Schedules

Base Year

2008 - 2009 Teacher Salary Schedule

Step	B00	B10	B15	B20	B30	M00	B00	M10	M15	M20	M30	M40	M45	M50	M60	M75 D00
1	\$46,877	\$48,047	\$48,635	\$49,218	\$51,571	\$55,300	\$56,498	\$56,498	\$57,071	\$57,843	\$59,998	\$61,162	\$61,749	\$62,335	\$64,683	\$67,031
2	\$49,057	\$50,217	\$50,809	\$51,398	\$53,739	\$57,481	\$58,687	\$58,687	\$59,247	\$59,828	\$62,177	\$63,347	\$63,933	\$64,520	\$66,866	\$69,209
3	\$51,226	\$52,390	\$52,979	\$53,567	\$55,916	\$59,663	\$60,838	\$60,838	\$61,424	\$62,011	\$64,360	\$65,529	\$66,115	\$66,697	\$69,040	\$71,389
4	\$53,399	\$54,573	\$55,123	\$55,675	\$58,090	\$61,839	\$63,011	\$63,011	\$63,601	\$64,195	\$66,541	\$67,705	\$68,290	\$68,879	\$71,228	\$73,571
5	\$55,546	\$56,724	\$57,306	\$57,889	\$60,242	\$63,984	\$65,159	\$65,159	\$65,744	\$66,330	\$68,677	\$69,851	\$70,436	\$71,022	\$73,373	\$75,710
6	\$57,662	\$58,834	\$59,418	\$60,005	\$62,355	\$66,104	\$67,274	\$67,274	\$67,867	\$68,465	\$70,798	\$71,969	\$72,556	\$73,142	\$75,492	\$77,838
7	\$59,816	\$60,975	\$61,570	\$62,162	\$64,496	\$68,393	\$69,572	\$69,572	\$70,154	\$70,738	\$73,075	\$74,245	\$74,837	\$75,432	\$77,776	\$80,116
8	\$61,962	\$63,127	\$63,728	\$64,329	\$66,641	\$70,579	\$71,751	\$71,751	\$72,337	\$73,024	\$75,375	\$76,539	\$77,127	\$77,717	\$80,055	\$82,404
9	\$64,097	\$65,267	\$65,868	\$66,468	\$68,783	\$72,727	\$74,131	\$74,131	\$74,722	\$75,311	\$77,654	\$78,825	\$79,409	\$79,993	\$82,341	\$84,687
10	\$66,244	\$67,417	\$68,003	\$68,588	\$70,938	\$74,881	\$76,285	\$76,285	\$76,876	\$77,465	\$79,805	\$81,005	\$81,594	\$82,180	\$84,528	\$86,873
11	\$68,389	\$69,562	\$70,148	\$70,738	\$73,089	\$76,993	\$78,398	\$78,398	\$78,989	\$79,580	\$81,923	\$83,123	\$83,711	\$84,300	\$86,644	\$88,989
12	\$70,540	\$71,706	\$72,290	\$72,875	\$75,223	\$79,129	\$80,534	\$80,534	\$81,125	\$81,714	\$84,057	\$85,257	\$85,845	\$86,434	\$88,778	\$91,123
13	\$72,677	\$73,842	\$74,433	\$75,021	\$77,365	\$81,271	\$82,676	\$82,676	\$83,267	\$83,856	\$86,199	\$87,399	\$87,987	\$88,576	\$90,919	\$93,263
14	\$74,822	\$75,987	\$76,574	\$77,162	\$79,512	\$83,418	\$84,823	\$84,823	\$85,414	\$86,003	\$88,346	\$89,546	\$90,134	\$90,723	\$93,066	\$95,409
15	\$76,965	\$78,136	\$78,728	\$79,316	\$81,666	\$85,572	\$86,977	\$86,977	\$87,568	\$88,156	\$90,500	\$91,700	\$92,288	\$92,876	\$95,219	\$97,562
16	\$79,116	\$80,287	\$80,873	\$81,462	\$83,798	\$87,697	\$89,102	\$89,102	\$89,693	\$90,281	\$92,625	\$93,825	\$94,413	\$94,999	\$97,342	\$99,685
17	\$81,250	\$82,420	\$83,008	\$83,592	\$85,944	\$89,843	\$91,248	\$91,248	\$91,839	\$92,427	\$94,771	\$95,971	\$96,559	\$97,146	\$99,489	\$101,832
18	\$83,400	\$84,568	\$85,155	\$85,744	\$88,090	\$91,989	\$93,394	\$93,394	\$93,985	\$94,573	\$96,917	\$98,117	\$98,705	\$99,292	\$101,635	\$103,978
19	\$85,582	\$86,750	\$87,338	\$87,926	\$90,271	\$94,170	\$95,575	\$95,575	\$96,166	\$96,754	\$99,098	\$100,298	\$100,886	\$101,473	\$103,816	\$106,159
20	\$87,639	\$88,807	\$89,395	\$89,983	\$92,328	\$96,227	\$97,632	\$97,632	\$98,223	\$98,811	\$101,155	\$102,355	\$102,943	\$103,530	\$105,873	\$108,216
21	\$88,982	\$90,143	\$90,730	\$91,317	\$93,661	\$97,560	\$98,965	\$98,965	\$99,556	\$100,144	\$102,488	\$103,688	\$104,276	\$104,863	\$107,206	\$109,549
22	\$90,933	\$92,098	\$92,678	\$93,258	\$95,552	\$99,451	\$100,856	\$100,856	\$101,447	\$102,035	\$104,379	\$105,579	\$106,167	\$106,754	\$109,097	\$111,440

4/27/09
G.D.

2009-2010 Teacher Salary Schedules

Step	B00	B10	B15	B20	B30	M00	B60	M10	M15	M20	M30	M40	M45	M50	M60	M75
3.50%																
1	\$48,518	\$49,729	\$50,337	\$50,941	\$53,376	\$57,236	\$58,475	\$58,475	\$59,068	\$59,661	\$62,096	\$63,303	\$63,910	\$64,517	\$66,947	\$69,377
2	\$50,774	\$51,975	\$52,587	\$53,197	\$55,620	\$59,493	\$60,720	\$60,720	\$61,321	\$61,920	\$64,353	\$65,564	\$66,171	\$66,778	\$69,206	\$71,631
3	\$53,019	\$54,224	\$54,833	\$55,442	\$57,873	\$61,751	\$62,967	\$62,967	\$63,574	\$64,181	\$66,613	\$67,823	\$68,429	\$69,031	\$71,456	\$73,888
4	\$55,268	\$56,483	\$57,092	\$57,701	\$60,132	\$64,003	\$65,216	\$65,216	\$65,827	\$66,442	\$68,870	\$70,075	\$70,680	\$71,290	\$73,721	\$76,146
5	\$57,490	\$58,709	\$59,312	\$59,915	\$62,350	\$66,223	\$67,440	\$67,440	\$68,045	\$68,652	\$71,081	\$72,286	\$72,901	\$73,508	\$75,941	\$78,360
6	\$59,680	\$60,893	\$61,498	\$62,105	\$64,537	\$68,418	\$69,629	\$69,629	\$70,242	\$70,851	\$73,274	\$74,488	\$75,095	\$75,702	\$78,134	\$80,562
7	\$61,910	\$63,109	\$63,725	\$64,338	\$66,753	\$70,787	\$72,007	\$72,007	\$72,609	\$73,214	\$75,633	\$76,844	\$77,456	\$78,072	\$80,498	\$82,920
8	\$64,120	\$65,336	\$66,031	\$66,725	\$69,190	\$73,153	\$74,366	\$74,366	\$74,972	\$75,580	\$78,013	\$79,218	\$79,826	\$80,437	\$82,857	\$85,288
9	\$66,340	\$67,551	\$68,163	\$68,774	\$71,190	\$75,150	\$76,366	\$76,366	\$77,337	\$77,947	\$80,372	\$81,584	\$82,188	\$82,793	\$85,223	\$87,651
10	\$68,563	\$69,777	\$70,383	\$70,989	\$73,421	\$77,388	\$79,091	\$79,091	\$79,701	\$80,311	\$82,743	\$83,944	\$84,553	\$85,160	\$87,590	\$90,017
11	\$70,783	\$71,986	\$72,601	\$73,214	\$75,626	\$80,246	\$81,463	\$81,463	\$82,068	\$82,676	\$85,110	\$86,319	\$86,920	\$87,524	\$89,956	\$92,386
12	\$73,009	\$74,216	\$74,820	\$75,426	\$77,856	\$82,613	\$83,825	\$83,825	\$84,437	\$85,050	\$87,466	\$88,684	\$89,292	\$89,886	\$92,318	\$94,748
13	\$75,221	\$76,426	\$77,038	\$77,647	\$80,073	\$84,992	\$86,193	\$86,193	\$86,798	\$87,401	\$89,829	\$91,030	\$91,647	\$92,260	\$94,684	\$97,113
14	\$77,441	\$78,647	\$79,254	\$79,863	\$82,295	\$87,343	\$88,557	\$88,557	\$89,160	\$89,762	\$92,196	\$93,411	\$94,017	\$94,624	\$97,054	\$99,481
15	\$79,659	\$80,871	\$81,483	\$82,092	\$84,514	\$89,710	\$90,911	\$90,911	\$91,521	\$92,133	\$94,606	\$95,778	\$96,383	\$96,989	\$99,418	\$101,855
16	\$81,885	\$83,097	\$83,704	\$84,313	\$86,731	\$92,081	\$93,290	\$93,290	\$93,895	\$94,500	\$96,933	\$98,141	\$98,746	\$99,353	\$101,789	\$104,210
17	\$84,094	\$85,305	\$85,913	\$86,518	\$88,952	\$94,445	\$95,652	\$95,652	\$96,259	\$96,865	\$99,303	\$100,517	\$101,121	\$101,726	\$104,145	\$106,579
18	\$86,319	\$87,528	\$88,135	\$88,745	\$91,173	\$96,807	\$98,015	\$98,015	\$98,628	\$99,242	\$101,666	\$102,879	\$103,483	\$104,086	\$106,515	\$108,952
19	\$88,991	\$90,205	\$90,809	\$91,415	\$93,842	\$99,624	\$100,841	\$100,841	\$101,449	\$102,056	\$104,488	\$105,691	\$106,297	\$106,899	\$109,336	\$111,758
20	\$90,706	\$91,909	\$92,516	\$93,124	\$95,547	\$101,967	\$103,181	\$103,181	\$103,784	\$104,387	\$106,822	\$108,028	\$108,637	\$109,243	\$111,678	\$114,098
21	\$92,096	\$93,298	\$93,906	\$94,513	\$96,949	\$104,826	\$106,040	\$106,040	\$106,641	\$107,244	\$109,669	\$110,893	\$111,493	\$112,094	\$114,526	\$116,953
22	\$94,116	\$95,319	\$95,922	\$96,527	\$98,966	\$108,159	\$109,365	\$109,365	\$109,957	\$110,551	\$112,963	\$114,179	\$114,777	\$115,376	\$117,757	\$120,142

4/2/09

2010-2011 Teacher Salary Schedule

3.50% Step	B00	B10	B15	B20	B30	M00	B60	M10	M15	M20	M30	M40	M45	M50	M60	M75 D00
1	\$50,216	\$51,470	\$52,099	\$52,724	\$55,244	\$59,239	\$60,522	\$60,522	\$61,135	\$61,749	\$64,269	\$65,519	\$66,147	\$66,775	\$69,290	\$71,805
2	\$52,551	\$53,794	\$54,428	\$55,059	\$57,567	\$61,575	\$62,845	\$62,845	\$63,467	\$64,087	\$66,605	\$67,859	\$68,487	\$69,115	\$71,628	\$74,138
3	\$54,875	\$56,122	\$56,752	\$57,382	\$59,899	\$63,912	\$65,171	\$65,171	\$65,799	\$66,427	\$68,944	\$70,197	\$70,824	\$71,447	\$73,957	\$76,474
4	\$57,202	\$58,460	\$59,049	\$59,641	\$62,227	\$66,243	\$67,499	\$67,499	\$68,131	\$68,767	\$71,280	\$72,528	\$73,154	\$73,785	\$76,301	\$78,811
5	\$59,502	\$60,764	\$61,388	\$62,012	\$64,532	\$68,541	\$69,800	\$69,800	\$70,427	\$71,055	\$73,569	\$74,826	\$75,453	\$76,081	\$78,599	\$81,103
6	\$61,769	\$63,024	\$63,650	\$64,279	\$66,796	\$70,813	\$72,066	\$72,066	\$72,700	\$73,331	\$75,839	\$77,095	\$77,723	\$78,352	\$80,869	\$83,382
7	\$64,077	\$65,318	\$65,955	\$66,590	\$69,089	\$73,265	\$74,527	\$74,527	\$75,150	\$75,776	\$78,280	\$79,534	\$80,167	\$80,805	\$83,315	\$85,822
8	\$66,364	\$67,623	\$68,342	\$69,060	\$71,387	\$75,713	\$76,969	\$76,969	\$77,596	\$78,225	\$80,743	\$81,991	\$82,620	\$83,252	\$85,757	\$88,273
9	\$68,662	\$69,915	\$70,549	\$71,181	\$73,682	\$78,153	\$79,411	\$79,411	\$80,044	\$80,675	\$83,185	\$84,439	\$85,065	\$85,691	\$88,206	\$90,719
10	\$70,963	\$72,219	\$72,846	\$73,474	\$75,991	\$80,614	\$81,859	\$81,859	\$82,491	\$83,122	\$85,639	\$86,882	\$87,512	\$88,141	\$90,656	\$93,168
11	\$73,260	\$74,506	\$75,142	\$75,776	\$78,273	\$83,055	\$84,314	\$84,314	\$84,940	\$85,570	\$88,089	\$89,340	\$89,962	\$90,587	\$93,104	\$95,620
12	\$75,564	\$76,814	\$77,439	\$78,066	\$80,581	\$85,504	\$86,759	\$86,759	\$87,392	\$88,027	\$90,527	\$92,005	\$92,521	\$93,032	\$95,549	\$98,064
13	\$77,854	\$79,101	\$79,734	\$80,365	\$82,876	\$87,967	\$89,210	\$89,210	\$89,836	\$90,460	\$92,973	\$94,216	\$94,855	\$95,489	\$97,998	\$100,512
14	\$80,151	\$81,400	\$82,028	\$82,658	\$85,175	\$90,400	\$91,656	\$91,656	\$92,281	\$92,904	\$95,423	\$96,680	\$97,308	\$97,936	\$100,451	\$102,963
15	\$82,447	\$83,701	\$84,335	\$84,965	\$87,472	\$92,850	\$94,093	\$94,093	\$94,724	\$95,358	\$97,917	\$99,130	\$99,756	\$100,384	\$102,898	\$105,420
16	\$84,751	\$86,005	\$86,634	\$87,264	\$89,767	\$95,304	\$96,555	\$96,555	\$97,181	\$97,808	\$100,326	\$101,576	\$102,202	\$102,830	\$105,352	\$107,857
17	\$87,037	\$88,291	\$88,920	\$89,546	\$92,065	\$97,751	\$99,000	\$99,000	\$99,628	\$100,255	\$102,779	\$104,035	\$104,660	\$105,286	\$107,790	\$110,309
18	\$89,340	\$90,591	\$91,220	\$91,851	\$94,364	\$100,195	\$101,446	\$101,446	\$102,080	\$102,715	\$105,224	\$106,480	\$107,105	\$107,729	\$110,243	\$112,765
19	\$92,106	\$93,362	\$93,987	\$94,615	\$97,126	\$103,111	\$104,370	\$104,370	\$105,000	\$105,628	\$108,145	\$109,390	\$110,017	\$110,640	\$113,163	\$115,670
20	\$93,881	\$95,126	\$95,754	\$96,383	\$98,891	\$105,536	\$106,792	\$106,792	\$107,416	\$108,041	\$110,561	\$111,809	\$112,439	\$113,067	\$115,587	\$118,091
21	\$95,319	\$96,563	\$97,193	\$97,821	\$100,342	\$108,495	\$109,751	\$109,751	\$110,373	\$110,998	\$113,507	\$114,774	\$115,395	\$116,017	\$118,534	\$121,046
22	\$97,410	\$98,655	\$99,279	\$99,905	\$102,357	\$111,945	\$113,193	\$113,193	\$113,805	\$114,420	\$116,917	\$118,175	\$118,794	\$119,414	\$121,878	\$124,347

4/21/09


SCHEDULE II-A: AUXILIARY SCHEDULES

Category of Activity	Base Year 2008-09 3.50%	2009-10 3.50%	2010-11 3.50%
Coaching & Extra Curricular	\$ 606.37	\$ 627.59	\$ 649.56
Curriculum Related Services			
Attendance at CSE Meetings	\$ 41.46	\$ 42.91	\$ 44.41
Standardized Exam Scoring	\$ 41.46	\$ 42.91	\$ 44.41
Standardized Exam Review		\$ 64.37	\$ 66.62
Home Tutoring	\$ 41.46	\$ 42.91	\$ 44.41
Substitute Teachers			
Full Day	\$ 121.14	\$ 125.38	\$ 129.77
Half Day divide by 2			
200 Days	\$ 138.46	\$ 143.31	\$ 148.32
Half Day divide by 2			
20 Consecutive Days for Same Teacher Adjustment	\$ 17.32	\$ 17.93	\$ 18.55
Inservice	\$ 21.27	\$ 22.01	\$ 22.78
Period Coverage	\$ 62.35	\$ 64.53	\$ 66.79
Article IV-B-7			
Stipends			
Dean	\$ 2,793	\$ 2,891	\$ 2,992
Lead - Regular	\$ 931	\$ 964	\$ 997
Lead - Science	\$ 1,327	\$ 1,373	\$ 1,422
Guidance & Attendance	\$ 1,598	\$ 1,654	\$ 1,712
Student Supervision	\$ 34.55	\$ 35.76	\$ 37.01
Maximum 5 hours			
Curriculum Committee	3.50%	3.50%	3.50%
Full School Year	\$ 1,051.93	\$ 1,088.75	\$ 1,126.85
Half School Year	\$ 525.97	\$ 544.38	\$ 563.43
Benefit Fund	3.50%	1.75%	1.75%
	\$ 1,208.01	\$ 1,229.15	\$ 1,250.66

4/27/09



Base Year

2008-2009 Summer School Salary Schedule
To be PAID in the summer of 2008

<u>Step</u>	<u>B+00</u>	<u>B+10</u>	<u>B+15</u>	<u>B+20</u>	<u>B+30</u>	<u>B+60</u>	<u>M+00</u>	<u>M+10</u>	<u>M+15</u>	<u>M+20</u>	<u>M+30</u>	<u>M+40</u>	<u>M+45</u>	<u>M+50</u>	<u>M+60</u>	<u>M+75</u> <u>D+00</u>
1	\$110.60	\$110.60	\$110.60	\$110.60	\$116.49	\$125.21	\$122.29	\$122.29	\$123.74	\$125.21	\$131.00	\$131.00	\$132.46	\$133.93	\$133.93	\$136.85
2	\$110.60	\$113.56	\$113.56	\$113.56	\$119.37	\$128.09	\$125.21	\$125.21	\$125.21	\$125.21	\$131.00	\$133.93	\$133.93	\$133.93	\$136.85	\$139.74
3	\$113.56	\$116.49	\$116.49	\$116.49	\$122.29	\$131.00	\$125.21	\$128.09	\$128.09	\$128.09	\$133.93	\$136.85	\$136.85	\$136.85	\$139.74	\$142.70
4	\$116.49	\$116.49	\$117.93	\$119.37	\$125.21	\$133.93	\$128.09	\$131.00	\$131.00	\$131.00	\$136.85	\$136.85	\$138.29	\$139.74	\$142.70	\$145.57
5	\$119.37	\$119.37	\$120.84	\$122.29	\$128.09	\$136.85	\$131.00	\$131.00	\$132.46	\$133.93	\$139.74	\$139.74	\$141.22	\$142.70	\$142.70	\$145.57
6	\$119.37	\$122.29	\$122.29	\$122.29	\$128.09	\$136.85	\$133.93	\$133.93	\$133.93	\$133.93	\$142.70	\$142.70	\$142.70	\$142.70	\$145.57	\$148.46
7	\$122.29	\$125.21	\$125.21	\$125.21	\$131.00	\$139.74	\$133.93	\$136.85	\$136.85	\$136.85	\$142.70	\$145.57	\$145.57	\$145.57	\$148.46	\$151.38
8	\$125.21	\$125.21	\$126.65	\$128.09	\$133.93	\$142.70	\$136.85	\$139.74	\$139.74	\$139.74	\$145.57	\$148.46	\$148.46	\$148.46	\$151.38	\$154.30
9	\$128.09	\$128.09	\$129.56	\$131.00	\$136.85	\$145.57	\$139.74	\$142.70	\$142.70	\$142.70	\$148.46	\$148.46	\$149.92	\$151.38	\$154.30	\$157.23
10	\$131.00	\$131.00	\$131.00	\$131.00	\$136.85	\$148.46	\$142.70	\$142.70	\$144.12	\$145.57	\$151.38	\$151.38	\$152.84	\$154.30	\$154.30	\$157.23
11	\$131.00	\$133.93	\$133.93	\$133.93	\$139.74	\$148.46	\$145.57	\$145.57	\$147.02	\$148.46	\$154.30	\$154.30	\$154.30	\$154.30	\$157.23	\$160.15
12	\$133.93	\$133.93	\$135.38	\$136.85	\$142.70	\$151.38	\$148.46	\$148.46	\$148.46	\$148.46	\$157.23	\$157.23	\$157.23	\$157.23	\$160.15	\$163.03
13	\$136.85	\$136.85	\$138.29	\$139.74	\$145.57	\$154.30	\$148.46	\$151.38	\$151.38	\$151.38	\$157.23	\$160.15	\$160.15	\$160.15	\$163.03	\$165.96
14	\$139.74	\$139.74	\$139.74	\$139.74	\$145.57	\$157.23	\$151.38	\$154.30	\$154.30	\$154.30	\$160.15	\$160.15	\$161.59	\$163.03	\$165.96	\$168.85
15	\$139.74	\$142.70	\$142.70	\$142.70	\$148.46	\$160.15	\$154.30	\$154.30	\$155.78	\$157.23	\$163.03	\$163.03	\$164.51	\$165.96	\$168.85	\$168.85
16	\$142.70	\$145.57	\$145.57	\$145.57	\$151.38	\$160.15	\$157.23	\$157.23	\$158.68	\$160.15	\$165.96	\$165.96	\$167.41	\$168.85	\$168.85	\$171.74
17	\$145.57	\$145.57	\$147.02	\$148.46	\$154.30	\$163.03	\$160.15	\$160.15	\$160.15	\$160.15	\$168.85	\$168.85	\$168.85	\$168.85	\$171.74	\$174.70
18	\$148.46	\$148.46	\$148.46	\$148.46	\$157.23	\$165.96	\$160.15	\$163.03	\$163.03	\$163.03	\$168.85	\$171.74	\$171.74	\$171.74	\$174.70	\$177.60
19	\$151.38	\$151.38	\$151.38	\$151.38	\$157.23	\$168.85	\$163.03	\$165.96	\$165.96	\$165.96	\$171.74	\$174.70	\$174.70	\$174.70	\$177.60	\$180.52
20	\$151.38	\$154.30	\$154.30	\$154.30	\$160.15	\$171.74	\$165.96	\$168.85	\$168.85	\$168.85	\$174.70	\$177.60	\$177.60	\$177.60	\$180.52	\$183.44
21	\$154.30	\$154.30	\$154.30	\$154.30	\$163.03	\$174.70	\$168.85	\$171.74	\$171.74	\$171.74	\$177.60	\$180.52	\$180.52	\$180.52	\$183.44	\$186.34
22	\$154.30	\$157.23	\$157.23	\$157.23	\$163.03	\$177.60	\$171.74	\$174.70	\$174.70	\$174.70	\$180.52	\$183.44	\$183.44	\$183.44	\$186.34	\$189.22

4/27/09

3.50%

2009-2010 Summer School Salary Schedule To Be PAID In the Summer of 2009

Step	B+00	B+10	B+15	B+20	B+30	B+60	M+00	M+10	M+15	M+20	M+30	M+40	M+45	M+50	M+60	M+75
1	\$114.48	\$114.48	\$114.48	\$114.48	\$120.56	\$129.59	\$126.57	\$126.57	\$128.07	\$129.59	\$135.58	\$135.58	\$137.10	\$138.62	\$138.62	\$141.64
2	\$114.48	\$117.53	\$117.53	\$117.53	\$123.55	\$132.58	\$129.59	\$129.59	\$129.59	\$129.59	\$135.58	\$138.62	\$138.62	\$138.62	\$141.64	\$144.63
3	\$117.53	\$120.56	\$120.56	\$120.56	\$126.57	\$135.58	\$129.59	\$132.58	\$132.58	\$132.58	\$138.62	\$141.64	\$141.64	\$141.64	\$144.63	\$147.69
4	\$120.56	\$120.56	\$122.06	\$123.55	\$129.59	\$138.62	\$132.58	\$135.58	\$135.58	\$135.58	\$141.64	\$141.64	\$143.13	\$144.63	\$147.69	\$150.66
5	\$123.55	\$123.55	\$125.07	\$126.57	\$132.58	\$141.64	\$135.58	\$135.58	\$137.10	\$138.62	\$144.63	\$144.63	\$146.16	\$147.69	\$147.69	\$150.66
6	\$123.55	\$126.57	\$126.57	\$126.57	\$132.58	\$141.64	\$138.62	\$138.62	\$138.62	\$138.62	\$147.69	\$147.69	\$147.69	\$147.69	\$150.66	\$153.66
7	\$126.57	\$129.59	\$129.59	\$129.59	\$135.58	\$144.63	\$141.64	\$141.64	\$141.64	\$141.64	\$147.69	\$150.66	\$150.66	\$150.66	\$153.66	\$156.68
8	\$129.59	\$129.59	\$131.08	\$132.58	\$138.62	\$147.69	\$141.64	\$144.63	\$144.63	\$144.63	\$150.66	\$153.66	\$153.66	\$153.66	\$156.68	\$159.70
9	\$132.58	\$132.58	\$134.09	\$135.58	\$141.64	\$150.66	\$147.69	\$147.69	\$147.69	\$147.69	\$153.66	\$156.68	\$156.68	\$156.68	\$159.70	\$162.73
10	\$135.58	\$135.58	\$135.58	\$135.58	\$141.64	\$153.66	\$147.69	\$150.66	\$150.66	\$150.66	\$156.68	\$156.68	\$156.68	\$156.68	\$159.70	\$162.73
11	\$135.58	\$138.62	\$138.62	\$138.62	\$144.63	\$153.66	\$150.66	\$150.66	\$152.17	\$153.66	\$159.70	\$159.70	\$159.70	\$159.70	\$162.73	\$165.76
12	\$138.62	\$138.62	\$140.12	\$141.64	\$147.69	\$156.68	\$153.66	\$153.66	\$153.66	\$153.66	\$162.73	\$162.73	\$162.73	\$162.73	\$165.76	\$168.74
13	\$141.64	\$141.64	\$143.13	\$144.63	\$150.66	\$159.70	\$156.68	\$156.68	\$156.68	\$156.68	\$162.73	\$165.76	\$165.76	\$165.76	\$168.74	\$171.77
14	\$144.63	\$144.63	\$144.63	\$144.63	\$150.66	\$162.73	\$159.70	\$159.70	\$159.70	\$159.70	\$165.76	\$165.76	\$165.76	\$165.76	\$168.74	\$171.77
15	\$144.63	\$147.69	\$147.69	\$147.69	\$153.66	\$165.76	\$159.70	\$159.70	\$161.23	\$162.73	\$168.74	\$168.74	\$170.27	\$171.77	\$171.77	\$174.76
16	\$147.69	\$150.66	\$150.66	\$150.66	\$156.68	\$165.76	\$162.73	\$162.73	\$164.24	\$165.76	\$171.77	\$171.77	\$173.26	\$174.76	\$174.76	\$177.75
17	\$150.66	\$150.66	\$152.17	\$153.66	\$159.70	\$168.74	\$165.76	\$165.76	\$165.76	\$165.76	\$174.76	\$174.76	\$174.76	\$174.76	\$177.75	\$180.81
18	\$153.66	\$153.66	\$153.66	\$153.66	\$162.73	\$171.77	\$165.76	\$168.74	\$168.74	\$168.74	\$177.75	\$177.75	\$177.75	\$177.75	\$180.81	\$183.82
19	\$156.68	\$156.68	\$156.68	\$156.68	\$162.73	\$174.76	\$171.77	\$171.77	\$171.77	\$171.77	\$177.75	\$180.81	\$180.81	\$180.81	\$183.82	\$186.84
20	\$156.68	\$159.70	\$159.70	\$159.70	\$165.76	\$177.75	\$174.76	\$174.76	\$174.76	\$174.76	\$180.81	\$183.82	\$183.82	\$183.82	\$186.84	\$189.86
21	\$159.70	\$159.70	\$159.70	\$159.70	\$168.74	\$180.81	\$177.75	\$177.75	\$177.75	\$177.75	\$186.84	\$186.84	\$186.84	\$186.84	\$189.86	\$192.86
22	\$159.70	\$162.73	\$162.73	\$162.73	\$168.74	\$183.82	\$177.75	\$180.81	\$180.81	\$180.81	\$186.84	\$189.86	\$189.86	\$189.86	\$192.86	\$195.84

4/27/09



3.50%

2010-2011 Summer School Salary Schedule
To Be Paid In the Summer of 2010


Step	B+00	B+10	B+15	B+20	B+30	B+60	M+00	M+10	M+15	M+20	M+30	M+40	M+45	M+50	M+60	M+75
1	\$118.49	\$118.49	\$118.49	\$118.49	\$124.78	\$134.13	\$131.00	\$131.00	\$132.55	\$134.13	\$140.33	\$140.33	\$141.90	\$143.47	\$143.47	\$146.60
2	\$118.49	\$121.64	\$121.64	\$121.64	\$127.87	\$137.22	\$134.13	\$134.13	\$134.13	\$134.13	\$140.33	\$143.47	\$143.47	\$143.47	\$146.60	\$149.69
3	\$121.64	\$124.78	\$124.78	\$124.78	\$131.00	\$140.33	\$134.13	\$137.22	\$137.22	\$137.22	\$143.47	\$146.60	\$146.60	\$146.60	\$149.69	\$152.86
4	\$124.78	\$124.78	\$126.33	\$127.87	\$134.13	\$143.47	\$137.22	\$140.33	\$140.33	\$140.33	\$146.60	\$149.69	\$149.69	\$148.14	\$149.69	\$155.93
5	\$127.87	\$127.87	\$129.45	\$131.00	\$137.22	\$146.60	\$140.33	\$140.33	\$141.90	\$143.47	\$149.69	\$152.86	\$151.28	\$152.86	\$152.86	\$155.93
6	\$127.87	\$131.00	\$131.00	\$131.00	\$137.22	\$146.60	\$143.47	\$143.47	\$143.47	\$143.47	\$152.86	\$152.86	\$152.86	\$152.86	\$155.93	\$159.04
7	\$131.00	\$134.13	\$134.13	\$134.13	\$140.33	\$149.69	\$143.47	\$146.60	\$146.60	\$146.60	\$152.86	\$155.93	\$155.93	\$155.93	\$159.04	\$162.16
8	\$134.13	\$134.13	\$135.67	\$137.22	\$143.47	\$152.86	\$146.60	\$149.69	\$149.69	\$149.69	\$155.93	\$159.04	\$159.04	\$159.04	\$162.16	\$165.29
9	\$137.22	\$137.22	\$138.78	\$140.33	\$146.60	\$155.93	\$149.69	\$152.86	\$152.86	\$152.86	\$159.04	\$160.59	\$160.59	\$162.16	\$165.29	\$168.43
10	\$140.33	\$140.33	\$140.33	\$140.33	\$146.60	\$159.04	\$152.86	\$152.86	\$154.38	\$155.93	\$162.16	\$162.16	\$163.73	\$165.29	\$165.29	\$168.43
11	\$140.33	\$143.47	\$143.47	\$143.47	\$149.69	\$159.04	\$155.93	\$155.93	\$157.50	\$159.04	\$165.29	\$165.29	\$165.29	\$165.29	\$168.43	\$171.56
12	\$143.47	\$143.47	\$145.02	\$146.60	\$152.86	\$162.16	\$159.04	\$159.04	\$159.04	\$159.04	\$168.43	\$168.43	\$168.43	\$168.43	\$171.56	\$174.65
13	\$146.60	\$146.60	\$148.14	\$149.69	\$155.93	\$165.29	\$159.04	\$162.16	\$162.16	\$162.16	\$168.43	\$171.56	\$171.56	\$171.56	\$174.65	\$177.78
14	\$149.69	\$149.69	\$149.69	\$149.69	\$155.93	\$168.43	\$162.16	\$165.29	\$165.29	\$165.29	\$171.56	\$171.56	\$173.10	\$174.65	\$177.78	\$180.88
15	\$149.69	\$152.86	\$152.86	\$152.86	\$159.04	\$171.56	\$165.29	\$165.29	\$166.87	\$168.43	\$174.65	\$174.65	\$174.65	\$177.78	\$180.88	\$180.88
16	\$152.86	\$155.93	\$155.93	\$155.93	\$162.16	\$171.56	\$168.43	\$168.43	\$169.99	\$171.56	\$177.78	\$177.78	\$179.32	\$180.88	\$180.88	\$183.97
17	\$155.93	\$155.93	\$157.50	\$159.04	\$165.29	\$174.65	\$171.56	\$171.56	\$171.56	\$171.56	\$180.88	\$180.88	\$180.88	\$180.88	\$183.97	\$187.14
18	\$159.04	\$159.04	\$159.04	\$159.04	\$168.43	\$177.78	\$174.65	\$174.65	\$174.65	\$174.65	\$180.88	\$183.97	\$183.97	\$183.97	\$187.14	\$190.25
19	\$162.16	\$162.16	\$162.16	\$162.16	\$168.43	\$180.88	\$177.78	\$177.78	\$177.78	\$177.78	\$183.97	\$187.14	\$187.14	\$187.14	\$190.25	\$193.38
20	\$162.16	\$165.29	\$165.29	\$165.29	\$171.56	\$183.97	\$180.88	\$180.88	\$180.88	\$180.88	\$187.14	\$190.25	\$190.25	\$190.25	\$193.38	\$196.51
21	\$165.29	\$165.29	\$165.29	\$165.29	\$174.65	\$187.14	\$183.97	\$183.97	\$183.97	\$183.97	\$190.25	\$193.38	\$193.38	\$193.38	\$196.51	\$199.61
22	\$165.29	\$168.43	\$168.43	\$168.43	\$174.65	\$190.25	\$183.97	\$187.14	\$187.14	\$187.14	\$193.38	\$196.51	\$196.51	\$196.51	\$199.61	\$202.69

4/27/09


2008 - 2009 Summer Curriculum Writing Schedule

ase Year

	<u>B+00</u>	<u>B+10</u>	<u>B+15</u>	<u>B+20</u>	<u>B+30</u>	<u>B+60</u>	<u>M+00</u>	<u>M+10</u>	<u>M+15</u>	<u>M+20</u>	<u>M+30</u>	<u>M+40</u>	<u>M+45</u>	<u>M+50</u>	<u>M+60</u>	<u>M+75</u> <u>D+00</u>
	\$121.56	\$121.56	\$121.56	\$121.56	\$128.03	\$137.60	\$134.40	\$134.40	\$136.01	\$137.60	\$143.97	\$143.97	\$145.58	\$147.19	\$147.19	\$150.40
	\$121.56	\$124.80	\$124.80	\$124.80	\$131.19	\$140.78	\$137.60	\$137.60	\$137.60	\$137.60	\$143.97	\$147.19	\$147.19	\$147.19	\$150.40	\$153.59
	\$124.80	\$128.03	\$128.03	\$128.03	\$134.40	\$143.97	\$137.60	\$140.78	\$140.78	\$140.78	\$147.19	\$150.40	\$150.40	\$150.40	\$153.59	\$156.83
	\$128.03	\$128.03	\$129.61	\$131.19	\$137.60	\$147.19	\$140.78	\$143.97	\$143.97	\$143.97	\$150.40	\$150.40	\$151.98	\$153.59	\$156.83	\$159.98
	\$131.19	\$131.19	\$132.80	\$134.40	\$140.78	\$150.40	\$143.97	\$143.97	\$145.58	\$147.19	\$153.59	\$153.59	\$155.20	\$156.83	\$156.83	\$159.98
	\$131.19	\$134.40	\$134.40	\$134.40	\$140.78	\$150.40	\$147.19	\$147.19	\$147.19	\$147.19	\$156.83	\$156.83	\$156.83	\$156.83	\$159.98	\$163.17
	\$134.40	\$137.60	\$137.60	\$137.60	\$143.97	\$153.59	\$147.19	\$150.40	\$150.40	\$150.40	\$156.83	\$159.98	\$159.98	\$159.98	\$163.17	\$166.37
	\$137.60	\$137.60	\$139.20	\$140.78	\$147.19	\$156.83	\$150.40	\$153.59	\$153.59	\$153.59	\$159.98	\$163.17	\$163.17	\$163.17	\$166.37	\$169.58
	\$140.78	\$140.78	\$142.38	\$143.97	\$150.40	\$159.98	\$153.59	\$156.83	\$156.83	\$156.83	\$163.17	\$163.17	\$164.78	\$166.37	\$169.58	\$172.80
0	\$143.97	\$143.97	\$143.97	\$143.97	\$150.40	\$163.17	\$156.83	\$156.83	\$158.39	\$159.98	\$166.37	\$166.37	\$167.97	\$169.58	\$169.58	\$172.80
1	\$143.97	\$147.19	\$147.19	\$147.19	\$153.59	\$163.17	\$159.98	\$159.98	\$161.58	\$163.17	\$169.58	\$169.58	\$169.58	\$169.58	\$172.80	\$176.01
2	\$147.19	\$147.19	\$148.79	\$150.40	\$156.83	\$166.37	\$163.17	\$163.17	\$163.17	\$163.17	\$172.80	\$172.80	\$172.80	\$172.80	\$176.01	\$179.18
3	\$150.40	\$150.40	\$151.98	\$153.59	\$159.98	\$169.58	\$163.17	\$166.37	\$166.37	\$166.37	\$172.80	\$176.01	\$176.01	\$176.01	\$179.18	\$182.40
4	\$153.59	\$153.59	\$153.59	\$153.59	\$159.98	\$172.80	\$166.37	\$169.58	\$169.58	\$169.58	\$176.01	\$176.01	\$177.59	\$179.18	\$182.40	\$185.57
5	\$153.59	\$156.83	\$156.83	\$156.83	\$163.17	\$176.01	\$169.58	\$169.58	\$171.20	\$172.80	\$179.18	\$179.18	\$180.80	\$182.40	\$185.57	\$185.57
6	\$156.83	\$159.98	\$159.98	\$159.98	\$166.37	\$176.01	\$172.80	\$172.80	\$174.41	\$176.01	\$182.40	\$182.40	\$183.99	\$185.57	\$185.57	\$188.75
7	\$159.98	\$159.98	\$161.58	\$163.17	\$169.58	\$179.18	\$176.01	\$176.01	\$176.01	\$176.01	\$185.57	\$185.57	\$185.57	\$185.57	\$188.75	\$192.00
8	\$163.17	\$163.17	\$163.17	\$163.17	\$172.80	\$182.40	\$176.01	\$179.18	\$179.18	\$179.18	\$185.57	\$188.75	\$188.75	\$188.75	\$192.00	\$195.19
9	\$166.37	\$166.37	\$166.37	\$166.37	\$172.80	\$185.57	\$179.18	\$182.40	\$182.40	\$182.40	\$188.75	\$192.00	\$192.00	\$192.00	\$195.19	\$198.39
0	\$166.37	\$169.58	\$169.58	\$169.58	\$176.01	\$188.75	\$182.40	\$185.57	\$185.57	\$185.57	\$192.00	\$195.19	\$195.19	\$195.19	\$198.39	\$201.60
1	\$169.58	\$169.58	\$169.58	\$169.58	\$179.18	\$192.00	\$185.57	\$188.75	\$188.75	\$188.75	\$195.19	\$198.39	\$198.39	\$198.39	\$201.60	\$204.79
2	\$169.58	\$172.80	\$172.80	\$172.80	\$179.18	\$195.19	\$188.75	\$192.00	\$192.00	\$192.00	\$198.39	\$201.60	\$201.60	\$201.60	\$204.79	\$207.96

4/27/09


3.50%

2009-2010 Summer Curriculum Writing Schedule


Step	B+00	B+10	B+15	B+20	B+30	B+60	M+00	M+10	M+15	M+20	M+30	M+40	M+45	M+50	M+60	M+75
1	\$125.82	\$125.82	\$125.82	\$125.82	\$132.51	\$142.42	\$139.11	\$139.11	\$140.77	\$142.42	\$149.01	\$149.01	\$150.68	\$152.34	\$152.34	\$155.66
2	\$125.82	\$129.16	\$129.16	\$129.16	\$135.79	\$145.71	\$142.42	\$142.42	\$142.42	\$142.42	\$149.01	\$152.34	\$152.34	\$152.34	\$155.66	\$158.96
3	\$129.16	\$132.51	\$132.51	\$132.51	\$139.11	\$149.01	\$142.42	\$145.71	\$145.71	\$145.71	\$152.34	\$155.66	\$155.66	\$155.66	\$158.96	\$162.32
4	\$132.51	\$132.51	\$134.15	\$135.79	\$142.42	\$152.34	\$145.71	\$149.01	\$149.01	\$149.01	\$155.66	\$155.66	\$157.30	\$158.96	\$162.32	\$165.58
5	\$135.79	\$135.79	\$137.45	\$139.11	\$145.71	\$155.66	\$149.01	\$152.34	\$152.34	\$152.34	\$158.96	\$158.96	\$160.63	\$162.32	\$162.32	\$165.58
6	\$135.79	\$139.11	\$139.11	\$139.11	\$145.71	\$155.66	\$152.34	\$152.34	\$152.34	\$152.34	\$162.32	\$162.32	\$162.32	\$162.32	\$165.58	\$168.88
7	\$139.11	\$142.42	\$142.42	\$142.42	\$149.01	\$158.96	\$152.34	\$155.66	\$155.66	\$155.66	\$162.32	\$165.58	\$165.58	\$165.58	\$168.88	\$172.19
8	\$142.42	\$142.42	\$144.07	\$145.71	\$152.34	\$162.32	\$155.66	\$158.96	\$158.96	\$158.96	\$165.58	\$168.88	\$168.88	\$168.88	\$172.19	\$175.52
9	\$145.71	\$145.71	\$147.37	\$149.01	\$155.66	\$165.58	\$158.96	\$162.32	\$162.32	\$162.32	\$168.88	\$168.88	\$170.54	\$172.19	\$175.52	\$178.85
10	\$149.01	\$149.01	\$149.01	\$149.01	\$155.66	\$168.88	\$162.32	\$162.32	\$163.93	\$165.58	\$172.19	\$172.19	\$173.85	\$175.52	\$178.85	\$182.17
11	\$149.01	\$152.34	\$152.34	\$152.34	\$158.96	\$168.88	\$165.58	\$165.58	\$167.23	\$168.88	\$175.52	\$175.52	\$175.52	\$178.85	\$182.17	\$185.45
12	\$152.34	\$152.34	\$154.00	\$155.66	\$162.32	\$172.19	\$168.88	\$168.88	\$168.88	\$168.88	\$178.85	\$178.85	\$178.85	\$178.85	\$182.17	\$185.45
13	\$155.66	\$155.66	\$157.30	\$158.96	\$165.58	\$175.52	\$168.88	\$172.19	\$172.19	\$172.19	\$178.85	\$182.17	\$182.17	\$182.17	\$185.45	\$188.78
14	\$158.96	\$158.96	\$158.96	\$158.96	\$165.58	\$178.85	\$172.19	\$175.52	\$175.52	\$175.52	\$182.17	\$182.17	\$183.81	\$185.45	\$188.78	\$192.07
15	\$158.96	\$162.32	\$162.32	\$162.32	\$168.88	\$182.17	\$175.52	\$175.52	\$177.19	\$178.85	\$185.45	\$185.45	\$187.13	\$188.78	\$192.07	\$195.36
16	\$162.32	\$165.58	\$165.58	\$165.58	\$172.19	\$182.17	\$178.85	\$178.85	\$180.51	\$182.17	\$188.78	\$188.78	\$190.43	\$192.07	\$192.07	\$195.36
17	\$165.58	\$165.58	\$167.23	\$168.88	\$175.52	\$185.45	\$182.17	\$182.17	\$182.17	\$182.17	\$192.07	\$192.07	\$192.07	\$192.07	\$195.36	\$198.72
18	\$168.88	\$168.88	\$168.88	\$168.88	\$178.85	\$188.78	\$182.17	\$185.45	\$185.45	\$185.45	\$192.07	\$195.36	\$195.36	\$195.36	\$198.72	\$202.02
19	\$172.19	\$172.19	\$172.19	\$172.19	\$178.85	\$192.07	\$185.45	\$188.78	\$188.78	\$188.78	\$195.36	\$198.72	\$198.72	\$198.72	\$202.02	\$205.33
20	\$172.19	\$175.52	\$175.52	\$175.52	\$182.17	\$195.36	\$188.78	\$192.07	\$192.07	\$192.07	\$198.72	\$202.02	\$202.02	\$202.02	\$205.33	\$208.66
21	\$175.52	\$175.52	\$175.52	\$175.52	\$185.45	\$198.72	\$192.07	\$195.36	\$195.36	\$195.36	\$202.02	\$205.33	\$205.33	\$205.33	\$208.66	\$211.96
22	\$175.52	\$178.85	\$178.85	\$178.85	\$185.45	\$202.02	\$195.36	\$198.72	\$198.72	\$198.72	\$205.33	\$208.66	\$208.66	\$208.66	\$211.96	\$215.24


 4/27/09

2010-2011 Summer Curriculum Writing Schedule

3.50%

Step	B+00	B+10	B+15	B+20	B+30	B+60	M+00	M+10	M+15	M+20	M+30	M+40	M+45	M+50	M+60	M+75
1	\$130.22	\$130.22	\$130.22	\$130.22	\$137.15	\$147.40	\$143.98	\$143.98	\$145.70	\$147.40	\$154.23	\$154.23	\$155.95	\$157.67	\$157.67	\$161.11
2	\$130.22	\$133.68	\$133.68	\$133.68	\$140.54	\$150.81	\$147.40	\$147.40	\$147.40	\$147.40	\$154.23	\$157.67	\$157.67	\$157.67	\$161.11	\$164.52
3	\$133.68	\$137.15	\$137.15	\$137.15	\$143.98	\$154.23	\$147.40	\$150.81	\$150.81	\$150.81	\$157.67	\$161.11	\$161.11	\$161.11	\$164.52	\$168.00
4	\$137.15	\$137.15	\$138.85	\$140.54	\$147.40	\$157.67	\$150.81	\$154.23	\$154.23	\$154.23	\$161.11	\$161.11	\$162.81	\$164.52	\$168.00	\$171.38
5	\$140.54	\$140.54	\$142.26	\$143.98	\$150.81	\$161.11	\$154.23	\$154.23	\$155.95	\$157.67	\$164.52	\$164.52	\$166.25	\$168.00	\$168.00	\$171.38
6	\$140.54	\$143.98	\$143.98	\$143.98	\$150.81	\$161.11	\$157.67	\$157.67	\$157.67	\$157.67	\$168.00	\$168.00	\$168.00	\$168.00	\$171.38	\$174.79
7	\$143.98	\$147.40	\$147.40	\$147.40	\$154.23	\$164.52	\$157.67	\$161.11	\$161.11	\$161.11	\$168.00	\$171.38	\$171.38	\$171.38	\$174.79	\$178.22
8	\$147.40	\$147.40	\$149.11	\$150.81	\$157.67	\$168.00	\$161.11	\$164.52	\$164.52	\$164.52	\$171.38	\$174.79	\$174.79	\$174.79	\$178.22	\$181.66
9	\$150.81	\$150.81	\$152.53	\$154.23	\$161.11	\$171.38	\$164.52	\$168.00	\$168.00	\$168.00	\$174.79	\$174.79	\$176.51	\$178.22	\$181.66	\$185.11
10	\$154.23	\$154.23	\$154.23	\$154.23	\$161.11	\$174.79	\$168.00	\$168.00	\$169.67	\$171.38	\$178.22	\$178.22	\$179.93	\$181.66	\$181.66	\$185.11
11	\$154.23	\$157.67	\$157.67	\$157.67	\$164.52	\$174.79	\$171.38	\$171.38	\$173.08	\$174.79	\$181.66	\$181.66	\$181.66	\$181.66	\$185.11	\$188.55
12	\$157.67	\$157.67	\$159.39	\$161.11	\$168.00	\$178.22	\$174.79	\$174.79	\$174.79	\$174.79	\$185.11	\$185.11	\$185.11	\$185.11	\$188.55	\$191.94
13	\$161.11	\$161.11	\$162.81	\$164.52	\$171.38	\$181.66	\$174.79	\$178.22	\$178.22	\$178.22	\$185.11	\$188.55	\$188.55	\$188.55	\$191.94	\$195.39
14	\$164.52	\$164.52	\$164.52	\$164.52	\$171.38	\$185.11	\$178.22	\$181.66	\$181.66	\$181.66	\$188.55	\$188.55	\$190.24	\$191.94	\$195.39	\$198.79
15	\$164.52	\$168.00	\$168.00	\$168.00	\$174.79	\$188.55	\$181.66	\$181.66	\$183.39	\$185.11	\$191.94	\$191.94	\$193.68	\$195.39	\$198.79	\$198.79
16	\$168.00	\$171.38	\$171.38	\$171.38	\$178.22	\$188.55	\$185.11	\$185.11	\$186.83	\$188.55	\$195.39	\$195.39	\$197.10	\$198.79	\$198.79	\$202.20
17	\$171.38	\$171.38	\$173.08	\$174.79	\$181.66	\$191.94	\$188.55	\$188.55	\$188.55	\$188.55	\$198.79	\$198.79	\$198.79	\$198.79	\$202.20	\$205.68
18	\$174.79	\$174.79	\$174.79	\$174.79	\$185.11	\$195.39	\$188.55	\$191.94	\$191.94	\$191.94	\$198.79	\$202.20	\$202.20	\$202.20	\$205.68	\$209.09
19	\$178.22	\$178.22	\$178.22	\$178.22	\$185.11	\$198.79	\$191.94	\$195.39	\$195.39	\$195.39	\$202.20	\$205.68	\$205.68	\$205.68	\$209.09	\$212.52
20	\$178.22	\$181.66	\$181.66	\$181.66	\$188.55	\$202.20	\$195.39	\$198.79	\$198.79	\$198.79	\$205.68	\$209.09	\$209.09	\$209.09	\$212.52	\$215.96
21	\$181.66	\$181.66	\$181.66	\$181.66	\$191.94	\$205.68	\$198.79	\$202.20	\$202.20	\$202.20	\$209.09	\$212.52	\$212.52	\$212.52	\$215.96	\$219.38
22	\$181.66	\$185.11	\$185.11	\$185.11	\$191.94	\$209.09	\$202.20	\$205.68	\$205.68	\$205.68	\$212.52	\$215.96	\$215.96	\$215.96	\$219.38	\$222.77

 4/27/09

Schedule IID - Extra-Curricular and Coaching Compensation Provision

I. A. Purpose

In an attempt to create a rational and fair pay scale for extracurricular activities, payment shall be made on a “unit” basis.

B. Approach

A unit shall represent the factors of time expended, size of membership, effort required of the teacher, and complexity of the activity. Since this cannot be exactly weighted in each case, a basic unit (as defined below) is the minimum requirement. All activities have been weighted in light of the definition.

II. Basic Procedures

A. The total number and nature of extracurricular activities and coaching assignments shall be determined by the Board of Education.

B. Appointments shall be made for one year for activities; one season for coaching assignments. The coaching grievance filed on January 16, 2009, is resolved in that the three retired FFT members currently coaching shall be allowed to keep their positions so long as the Board appoints them. With the exception of said three retired FFT members, no position shall be filled by a teacher not employed by UFSD #22 if there is a qualified applicant for such a position who is employed by said school system. All openings for extra-curricular positions shall be sent to all teachers within the building. Notice of coaching vacancies shall be sent districtwide. When applicants for extra-curricular positions exceed the positions available, the best qualified applicant shall be selected. In making such selection, the administration shall consider the teacher's area of competence, major or minor fields of study, teaching performance, record of attendance, and years of service in UFSD #22. Extra-curricular sponsors may apply for a leave of absence. Leaves of absence will be granted for the following reasons:

1. Attendance at a school of higher education to complete certification requirements.
2. Personal hardship including illness in family, death of member of family, personal health.

C. Staff members who perform satisfactorily shall be reappointed upon submission of written response to a notice of availability provided May 1 for the same position in the subsequent year, such response to be submitted June 1. Notice of available vacant positions shall be posted June 15 with response required prior to the close of the school year. Criteria for co-curricular and coaching performance evaluations shall be mutually determined by a joint committee of three staff members selected by the FFT and three administrators.

Effective January 1, 2008, all written evaluations of coaches for fall and winter seasons shall be completed within thirty (30) days of the end of the applicable coaching season. Written evaluation for spring coaching seasons shall be completed by May 30th of each school year. In the event that an evaluation of a coach who coached for a spring season contains an unsatisfactory or negative rating, the District reserves the right to reconsider the offer to reappoint made through the above-referenced Notice of Availability. Furthermore, in the event that an evaluation for other coaching seasons contains an unsatisfactory or negative rating, the District reserves the right to decline to appoint or reappoint such staff member to that coaching position. In the event a staff member receives an unsatisfactory or negative evaluation as delineated above, the administration will schedule a meeting to be held within fourteen (14) work days of receipt of the evaluation, with the affected staff member and a Farmingdale Federation of Teachers representative. The absence of a written coaching evaluation within the aforementioned time periods shall be deemed a satisfactory evaluation. Notwithstanding the above, the District shall continue to have the right to terminate any coaching appointment, and/or to decline to appoint or reappoint such coaches, for incompetence or misconduct.

D.

1. Subsequent adjustments of the weighting of payment (allocation of units) shall be determined by the Superintendent upon the recommendation of the Principal and/or Athletic Director, following consultation with the individual staff members. A representative of the FFT may participate in these consultations.
2. Requests for review of weighting of payment may be made by January 15 for compensation adjustment for the subsequent year and by December 15 for the second half of a given year.
3. An annual written review of the weighting of each activity or coaching assignment shall be conducted by the Principal and/or Director of Athletics before final budget deliberation and submitted to the Superintendent by January 31. Copies of this review will be provided to the FFT.
4. A list of positions and their weighting shall be published March 15 each year.

E.

The dollar value of the basic unit is subject to negotiation between the school Board and the FFT and shall be set at \$627.59 per unit for 2009/10 and \$649.56 per unit for 2010/11.

III. "Unit" Requirements for Extracurricular Activities

A.

A "basic unit" for pay purposes shall require that the activity:

1. Be approved by administration. Recommendations for new activities may be made by staff to principals.

2. Have a minimum student membership of at least fifteen (15) unless waived by the principal.
3. Meet for a minimum of fifteen (15) sessions of approximately one hour for a full year assignment on a schedule that has the prior approval of the principal.
4. Be either an extension of a curricular discipline, (e.g., but not limited to, Spanish Club, Science Club, Math Club, History Club) or be a service-oriented activity (e.g., but not limited to, Interact, Key Club, Boy's or Girls' Varsity Leaders Club) or cultural recreational (e.g., but not limited to, Theater Club, Drama).
5. Require of the advisor a knowledge of the activity and a responsibility to lead and direct students in the activity.
6. Maintain the activity's goals and sustain the activity for the course of the entire school year or season.

B. Units assigned an activity are based on the above stated minimum plus:

1. Additional time required for meetings, activities, etc.
2. Larger memberships.
3. Difficulty and special conditions.

IV. "Unit" Requirements for Coaching Assignments:

- A. Such unit recommendations for coaching shall be documented by the use of the attached Coaching Assignment Analysis Sheet.
- B. Units will be applied to those sports recognized as interscholastic sports and approved by the Farmingdale Board of Education for inclusion in the program.
- C. Units will be applied to an intramural sport, recommended by the principal and approved by the Director of Athletics, which shall meet fifteen (15) sessions of 1.5 hours each or its equivalent if approved by the Director of Athletics.

V. Exclusions

Activity supervision, chaperoning, and sports supervision assignments shall be assigned and compensated on an hourly basis and not on a "unit" basis pursuant to contract with the FFT.

Notes re Method of Payment

Salaries of coaches and all other extracurricular activities shall be paid on the same check as regular compensation. Such payment shall be over the course of the activity, and shall be paid as part of the second check of the month. Explanations of extra payment shall be at least as complete as they have been when a separate check has been issued. Taxation for both the regular pay and the extra pay shall be at the appropriate rate for each.

COACHING ASSIGNMENT ANALYSIS SHEET

COACHING

POSITION _____

A. Practice hours/school days
No. of days _____ x hours/practice = _____

Practice hours/non school days
No. of days _____ x hours/practice x 1-1/2 = _____

Game time/school days
No. of games _____ x hours/game = _____

Game time/non-school days
No. of games _____ x hours/game x 1-1/2 = _____

Meetings (Coaches, planning, college reps.) = _____

Total No. of hours involved in the activity _____

For each 35 hours a one-unit value is assigned

Each Unit = \$ _____

B. No. of participants
For each group of 10 a .1 unit value is assigned up
to a maximum of .5 for 41 or more participants _____

C. Equipment involvement
A weighted value of .1 - .5 unit is assigned to each
activity as related to amount of equipment involved _____

D. Spectator/Reaction Pressure Factor
A weighted value of .1 - .5 unit value is assigned to
each activity _____

E. Environment/Injury Potential Factor
A weighted value of .1 - .5 unit is assigned as it
applies to each activity _____

TOTAL NO. OF UNITS FOR ACTIVITY _____

SCHEDULE III
Effective 1997-98

<u>SCHOOL</u>	<u>SIGN-IN*</u>	<u>SIGN-OUT*</u>
Farmingdale Senior High	7:20 a.m.	2:20 p.m.
Howitt School	7:50 a.m.	2:50 p.m.
Albany Avenue Elementary	8:30 a.m.	3:30 p.m.
Saltzman East Memorial	8:15 a.m.	3:15 p.m.
Northside	8:30 a.m.	3:30 p.m.
Woodward Parkway	8:30 a.m.	3:30 p.m.

*Subject to Article IV, A-II provisions

SCHEDULE IV

APPLICATION FOR APPROVAL OF PERSONAL DAY

Building _____ Date _____

I hereby request _____ personal day (s) to be used on

_____ for the following reason:

(State reason in full if not listed on reverse side. If listed on reverse side, indicate number of the category.)

The reason for absence is in accordance with the provisions of the Personal Days Policy of U.F.S.D. No. 22 as stated on the reverse side of this form.

(Signature)

Approved: _____
Principal

Approved: _____
Assistant Superintendent

APPROVED REASONS FOR PERSONAL LEAVE

1. Legal Matters: House closings, income tax hearings, adoption proceedings, court appearances for traffic violations, probating wills, obtaining licenses.
2. Funerals: Not of immediate relatives.
3. Ceremonies: Graduation of employee or child, day of wedding ceremony, participation in religious ceremonies such as confirmation, circumcision of child, honors and awards ceremonies involving an immediate member of the family.
4. Education: Required educational examinations, attending educational meetings not covered by professional trip regulations, required parental visits by parents to colleges, professional advancement.
5. Religious Observances: The employee may use personal days for religious holiday observances of his/her particular faith not covered in the regular school calendar.
6. Travel Time: Round-trip travel time of any of the above.

Any employee requesting approval of personal leave days must list the number of the category as the reason for the absence providing that the personal business is listed above as one of the approved reasons for such absence.

If the reason is not listed above, the teacher is to state the specific reason for review by the principal and Office of the Superintendent.

MEMORANDUM OF AGREEMENT

THIS AGREEMENT, by and between the BOARD OF EDUCATION OF THE FARMINGDALE UNION FREE SCHOOL DISTRICT (hereinafter referred to as the "District") and the FARMINGDALE FEDERATION OF TEACHERS (hereinafter referred to as the "Federation") is constituted as follows:

WHEREAS, the District acknowledges that there will be sixth grade teachers assigned to teach and provide associated instructional services to sixth grade students assigned to the Howitt Middle School;

WHEREAS, the Federation acknowledges, accepts and agrees that such assignment of sixth grade teachers to the Howitt Middle School is appropriate and acceptable and the Federation hereby consents to said assignment;

WHEREAS, the District and the Federation acknowledge and accept that the assignment of such sixth grade teachers to the Howitt Middle School necessitates that such sixth grade teachers have the same scheduling of their workday as the seventh and eighth grade teachers assigned to the aforesaid Middle School;

NOW, THEREFORE, it is hereby agreed as follows:

1. That all provisions contained in the current teachers collective bargaining agreement pertaining to scheduling and the teachers' workday and work year for seventh and eighth grade teachers shall also apply to sixth grade teachers assigned to the Howitt Middle School beginning on the first day that teachers actually are assigned to report to that school on a daily basis and when that building actually becomes the place of their employment. The provisions shall include, but are not limited to:

Article IV – Teaching Conditions (Subdivision A), Teaching Hours at Subdivision (3) and Subdivision (4);

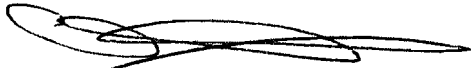
Subdivision 11(I) Secondary Schools (A)

2. That those provisions of the aforesaid collective bargaining agreement which exclusively apply to the scheduling and/or workday and/or work year of elementary teachers shall not apply to sixth grade teachers assigned to the Howitt Middle School; and

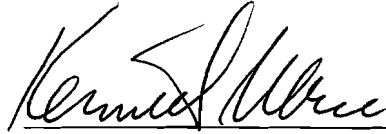
3. That all other provisions contained in the collective bargaining agreement including, but not limited to, Article XVII, "Management Rights", shall continue to apply to sixth grade teachers assigned to the Howitt Middle School.

4. This agreement is subject to the grievance/arbitration clause of the collective bargaining agreement between the District and the Federation.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this 6
day of November, 2002.



ANTHONY VITALE
President
Board of Education



KENNETH M. ULRIC
President
Farmingdale Federation of Teachers

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